

A large, semi-transparent green circle is centered over a background image of a wetland. The background shows a body of water reflecting a blue sky with white clouds. In the foreground, there are green plants with yellow and pink flowers. The green circle contains the text 'CHICAGO WILDERNESS' in a white, sans-serif font, followed by 'Cafe' in a large, white, cursive script font. Two thin white horizontal lines are positioned above and below the word 'Cafe'.

CHICAGO WILDERNESS

Cafe

• DIVERSE VOICES •
GREEN VISION • UNITED REGION

Chicago Wilderness

CHICAGO WILDERNESS

Cafe

• DIVERSE VOICES •
GREEN VISION • UNITED REGION

For future CW Cafe topics contact:

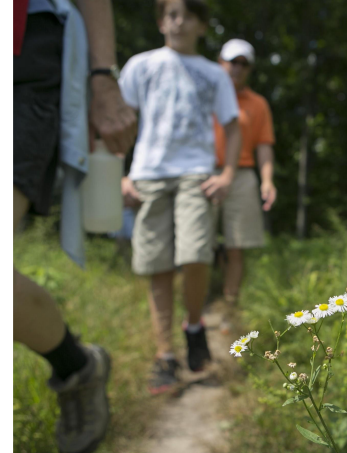
Laura Reilly
CW Coordinator
laura.reillycw@gmail.com

Growing Equity Through Planting Trees

Date: Wednesday, April 28th

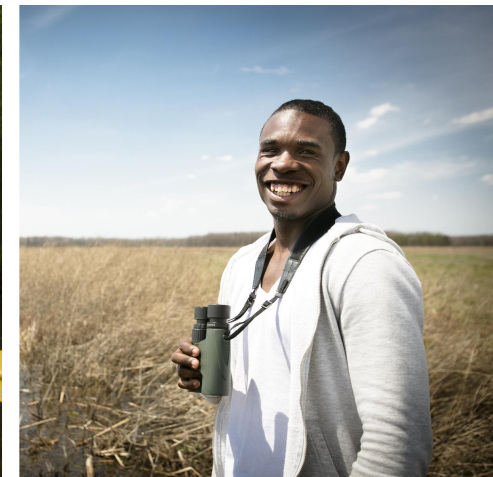
Time: 1:30 pm - 3:00 pm CST

Trees play a valuable role in creating safer, healthier, and more equitable communities. This forum will explore how to form effective partnerships between communities of color and tree planting organizations to help.



Planting Seeds, Growing Racial Equity

April 1, 2021



Raquel García-Álvarez

- AKA Rocky
- She, Hers, Ella
- Program Coordinator - Stewardship & Racial Equity Diversity & Inclusion (REDI) Committee
- Founder of Environmentalists of Color
- Citizen of both Turtle Island (United States of America) & Mēxihco (México)



Negin Almassi,

نگین الماسی

(Negin rhymes with “legging”)

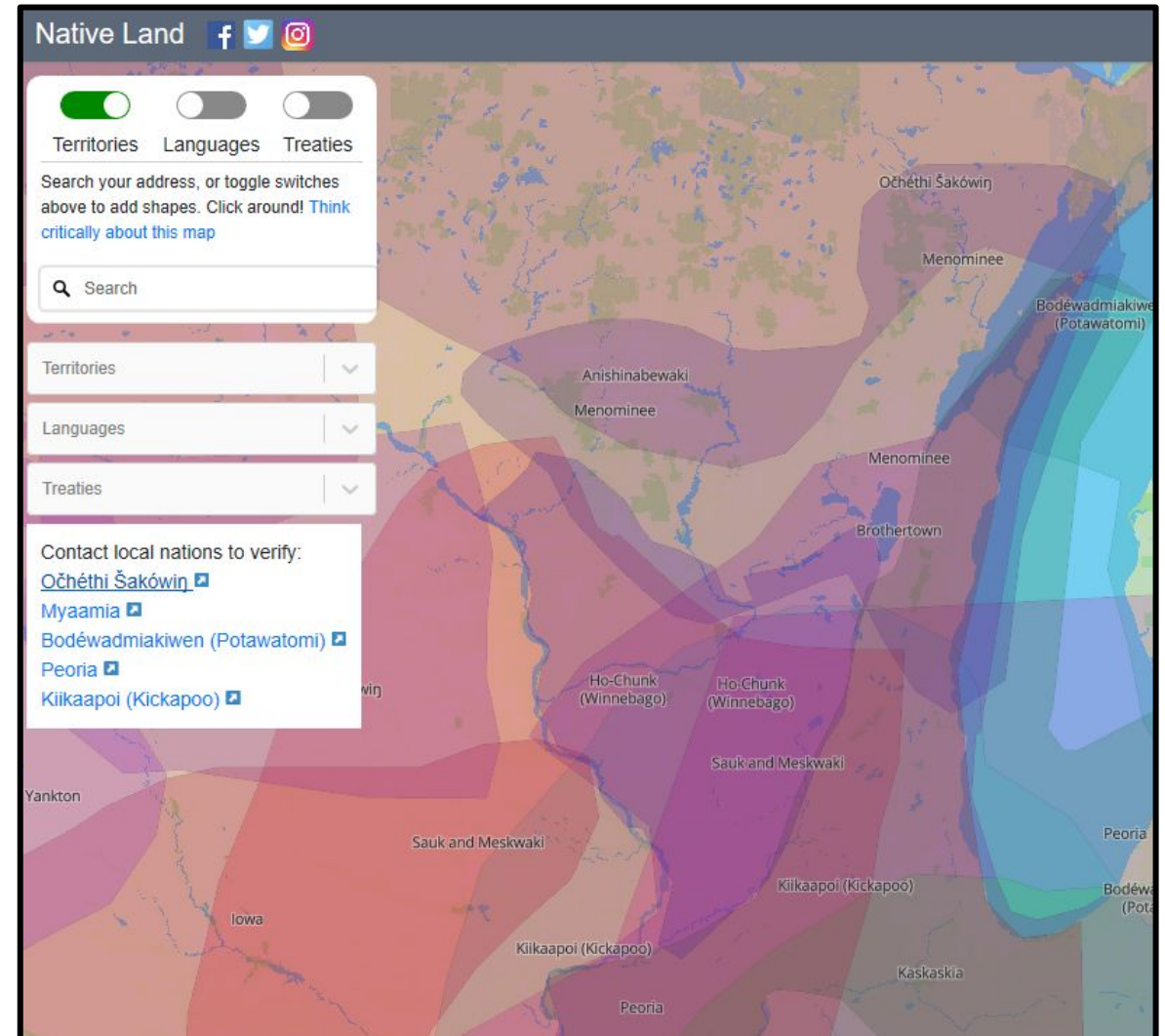
- She, Her, Hers
- Naturalist at Sagawau Environmental Learning Center
- Coordinate Singing Insect Monitoring Program
- Previously provided training and technical assistance on cultural competence, racial equity, and civil rights for nonprofits and government agencies in Washington (Seattle), Texas, Louisiana, Oklahoma, Arizona, & Colorado.



Land Acknowledgement

The Forest Preserves of Cook County acknowledges that we are on the ancestral homelands of the Council of Three Fires—the Ojibwa, Ottawa and Potawatomi tribes—and a place of trade with many other tribes, including the Ho-Chunk, Miami, Menominee, Sauk and Meskwaki.

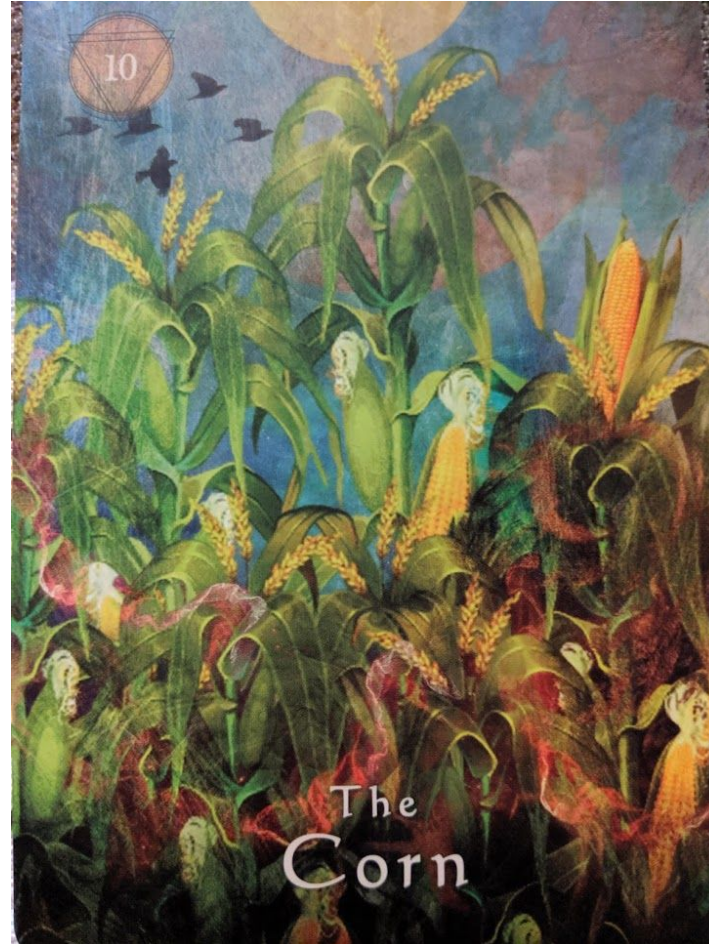
We commit ourselves to developing deeper partnerships that advocate for the progress, dignity and humanity of the many diverse Native Americans who still live and practice their heritage and traditions on this land today.



Native Land Project, native-land.ca

Breakout

- 5 minutes
- What is one plant that connects you to your family or community?
- If your name isn't on your Zoom profile, please rename yourself



Why are we here?

- Define racial equity in terms of the mission and vision of the Forest Preserves
- Shift from a deficit- to asset-based approach in welcoming **BIPOC+** communities
- Learn a different perspective on environmental conservation from a BIPOC+ lens
- Plant seeds that will help you advance racial equity in your behavior, organization or communities.



Black
Indigenous
People of
Color
+, cause it gets complicated

Why are we here?



Black
Indigenous
People **o**f
Color
+, cause it gets complicated

Age

Disability

Religious Culture

Race

Ethnicity

Sexual Orientation

Socioeconomic Class

Indigenous Background

National Origin

Gender & **G**ender

Identify

Where Adults Learn & Grow



Diagram: Training for Change, www.TrainingforChange.org

Share in the chat: What are ways that you stay present and engaged during uncomfortable conversations?

Norms for Courageous Conversation

1. Be open to a different viewpoint - **BIPOC+** Lens.
2. Come curious and engage deeply.
3. Make no assumptions except good intentions.
4. Listen, and pause before you react.
5. Speak for yourself, not for a group.
 - use “I” statements: “I think...” “What I heard you say was...”
6. Welcome paradox: either/or thinking can limit our ability to dialogue and learn



What is the Forest Preserves
of Cook County doing about
Racial Equity, Diversity and
Inclusion (REDI)?

REDI Committee



Operationalizing Equity: “Everyone should feel welcome in the Forest Preserves.”
<https://fpdcc.com/about/racial-equity-diversity-inclusion/>

Mission of the REDI Committee

- We **envision** the Forest Preserves promoting inclusiveness of services and employment to all residents of Cook County. Our actions will reflect these values by treating all people with respect and using the values of equity and inclusion in decision-making.
- Our **goal** is to strengthen the organization from the **inside out, so that our employees, volunteers, and partners are pillars of racial equity and inclusion.**



Operationalizing Equity

- Systems change by improving processes & procedures
 - hiring practices
- Assessing where we do outreach and engagement
- Listen and provide space for our co-workers
- Position paper on Racial Equity
- Annual report of all Forest Preserve REDI efforts

We seek to advance the Forest Preserves' mission AND promote equity by asking:

- Who benefits?
- Who is burdened?
- How have we reached out to the impacted community to seek input?
- How can we mitigate negative impacts and reduce inequity?

Four areas to dive deeper within:

- 1.) Land acquisition
- 2.) Programming
- 3.) Recreation
- 4.) Restoration

Why can't we just treat people
the same?

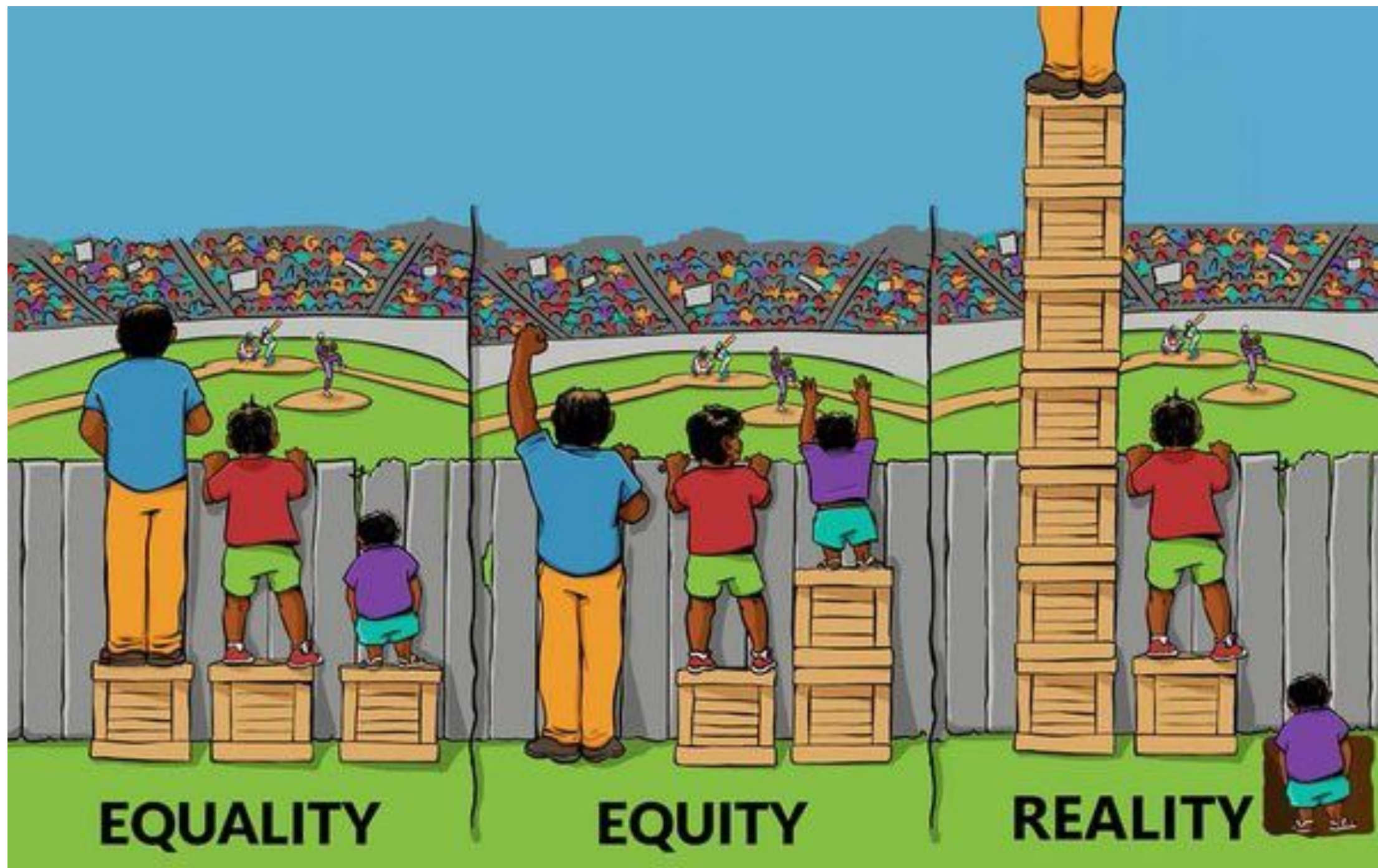


Forest Preserve
District of Cook
County
@FPDCC

Instagram User How about just standing with them because they're human beings,, people like you keep signaling people of "color " out to appease society is degrading to people of "color"..if you've got nothing to hide or be ashamed of just try being normal to people no matter what color they are



fpdcc Thank you for your comment. This gets to the heart of equity vs. equality. We strive for equity, because merely treating everyone "equally" often produces unfair and racist outcomes. It's important to recognize that many communities and individual residents in Cook County have barriers to connecting with the forest preserves. We need to identify those barriers and provide people with the resources they need to connect with the forest preserves on their terms.



Systemic-level racism

Structural Racism

- Across society / among institutions
- Cumulative effects of history, culture, ideology & interactions of policies that privilege white people & disadvantage BIPOC
- **Examples:** BIPOC commonly depicted as criminals in mainstream media → individuals treat POC differently when they are outdoors, shopping, traveling, seeking employment, etc.
- “Gatekeeping”

Institutional racism

- Within institutions & power systems
- Policies/practices of institutions (schools, govs, workplaces) produce racially inequitable **outcomes**
- **Example:** A Forest Preserve system that does not build any new infrastructure in poorer/diverse communities because there are “less” users and then allocates more resources to wealthier white communities

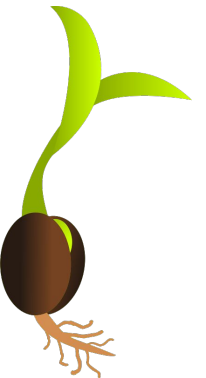
We recognize that people of color often feel unsafe and unwelcome in natural outdoor places—including the Forest Preserves....We stand with the African American Community....

We are committed to and actively working toward equity in our workplace, with our partners, in our communities and throughout the County. This work is far from done, and we continue to listen and learn...we want to state loudly and unequivocally: We will be part of the change...We pledge to do our part to change it.

We will be part of the change.

We support our Asian American Pacific Islander visitors, colleagues, partners and volunteers, and the greater AAPI community in Cook County and across the country....

We acknowledge we have our own work to do here at the Forest Preserves, and we renew our pledge to be part of the change toward racial equity in our society. No one should be made to feel unsafe because of their race—not in the forest preserves, not at their schools, not at a store, not anywhere.



But everyone is welcomed in nature. Nature sees no color (gender, age, race...).



MORNING HEADLINES

PUERTO RICO T-SHIRT HARASSMENT

MAN FACING HATE CRIME CHARGES



Black Women's Groups Find Health And Healing On Hikes, But Sometimes Racism, Too

Chandra Thomas Wittfield
Dec 30, 2020
Colorado Springs, CO



RACISM ON THE AT

LEVEL 2: ASSUMPTIONS

HMMM HEY!?
YOUR TENT IS
PUT UP **WRONG!**
OH AND YOU'RE
NOT USING THAT
JETBOIL RIGHT...



Overt White Supremacy (Socially Unacceptable)

Lynching
Hate Crimes
Blackface The N-word
Swastikas Neo-Nazis Burning Crosses
Racist Jokes Racial Slurs KKK

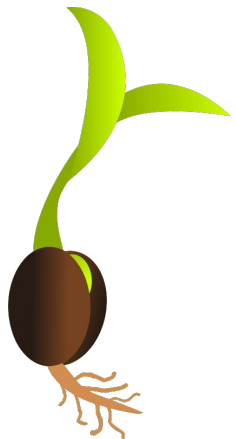
Covert White Supremacy (Socially Acceptable)

Calling the Police on Black People White Silence Colorblindness
White Parents Self-Segregating Neighborhoods & Schools
Eurocentric Curriculum White Savior Complex Spiritual Bypassing
Education Funding from Property Taxes Discriminatory Lending
Mass Incarceration Respectability Politics Tone Policing
Racist Mascots Not Believing Experiences of BIPOC Paternalism
"Make America Great Again" Blaming the Victim Hiring Discrimination
"You don't sound Black" "Don't Blame Me, I Never Owned Slaves" Bootstrap Theory
School-to-Prison Pipeline Police Murdering BIPOC Virtuous Victim Narrative
Higher Infant & Maternal Mortality Rate for BIPOC "But What About Me?" "All Lives Matter"
BIPOC as Halloween Costumes Racial Profiling Denial of White Privilege
Prioritizing White Voices as Experts Treating Kids of Color as Adults Inequitable Healthcare
Assuming Good Intentions Are Enough Not Challenging Racist Jokes Cultural Appropriation
Eurocentric Beauty Standards Anti-Immigration Policies Considering AAVE "Uneducated"
Denial of Racism Tokenism English-Only Initiatives Self-Appointed White Ally
Exceptionalism Fearing People of Color Police Brutality Fetishizing BIPOC Meritocracy Myth
"You're So Articulate" Celebration of Columbus Day Claiming Reverse-Racism Paternalism
Weaponized Whiteness Expecting BIPOC to Teach White People Believing We Are "Post-Racial"
"But We're All One Big Human Family" / "There's Only One Human Race" Housing Discrimination

SYSTEMIC RACISM



Fill out
the
survey
and
share
your
vision.



@colorsofclimate

LET'S ENVISION AN "OUTDOORS" WE SHOULD BE WORKING TOWARDS

AN OUTDOORS...

- THAT IS ACCESSIBLE FOR PEOPLE OF ALL ABILITIES AND BACKGROUNDS
- THAT CULTIVATES A SAFE SPACE FOR THE BIPOC COMMUNITY
- ACKNOWLEDGES AND UPHOLDS THE CONNECTION BETWEEN THE NATURAL LANDSCAPE AND INDIGENOUS COMMUNITIES
- THAT IS BUILT FOR ALL BODY TYPES
- THAT PROVIDES GEAR/EQUIPMENT AND EDUCATIONAL RESOURCES THAT ARE AFFORDABLE
- PROTECTS THE PLANET AND ITS INHABITANTS

colorsofclimate • Following

colorsofclimate Contrary to popular thought, the outdoors and the so-called "wilderness" is a very White-dominated space. The outdoors is a space that requires privilege to enter and enjoy. The widely accepted concept of the "outdoors" is ABLEIST, CLASSIST, RACIST, and is rooted in WHITE PRIVILEGE. It is time to envision and take actionable steps to create an "outdoors" that is equitable and accessible for all. We must dismantle the systems of oppression around us and the outdoors is no exception. Swipe to the end for amazing accounts taking the steps needed to create an outdoors that is meant for everyone.

Liked by thefreshwaterlab and 435 others

AUGUST 9, 2020

Add a comment... Post

Well, BIPOC+ don't care about nature?



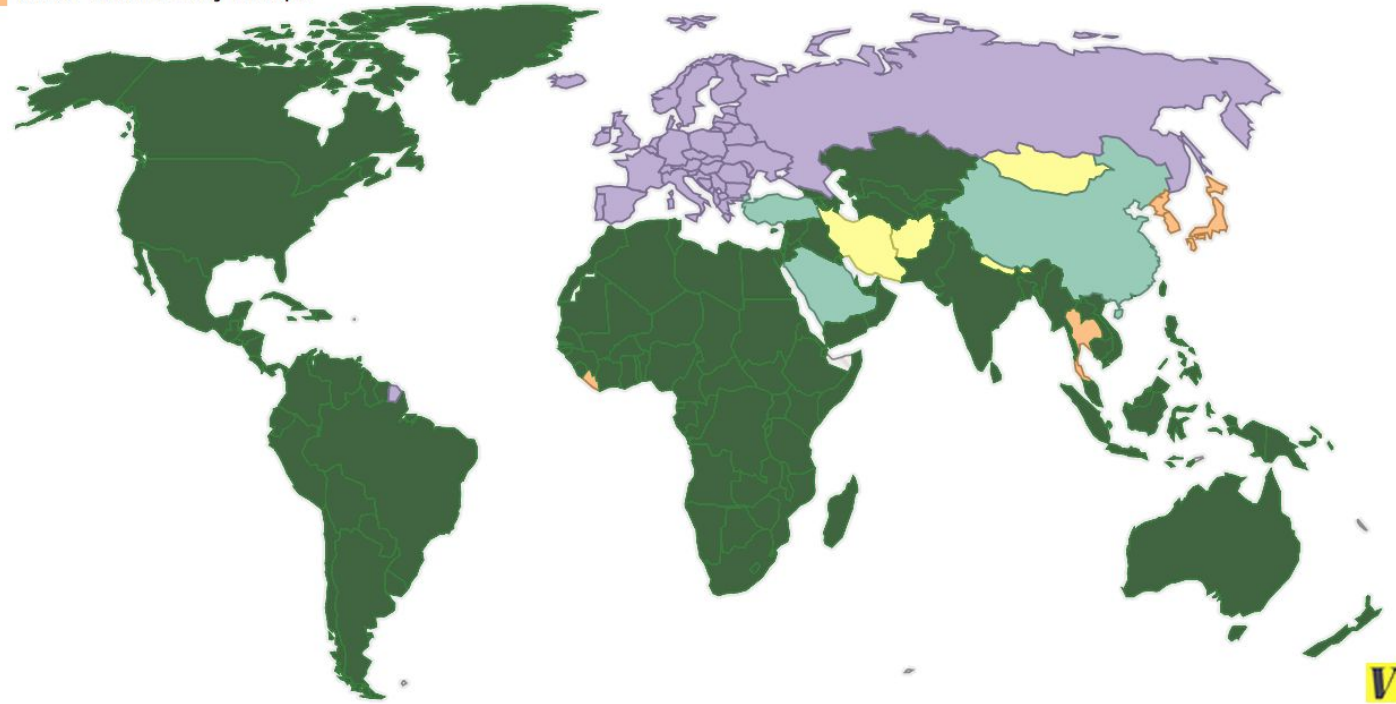
Black
Indigenous
People of
Color
+, cause it
gets
complicated

Doctrine of Discovery

- Papal Bulls - 1452
- Root Cause of Racism (Colonialism)
- A philosophical and legal framework for European “Christian” governments
- Moral and legal rights to invade and seize indigenous lands and dominate indigenous peoples.
- Determined who ruled and who is subjugated.

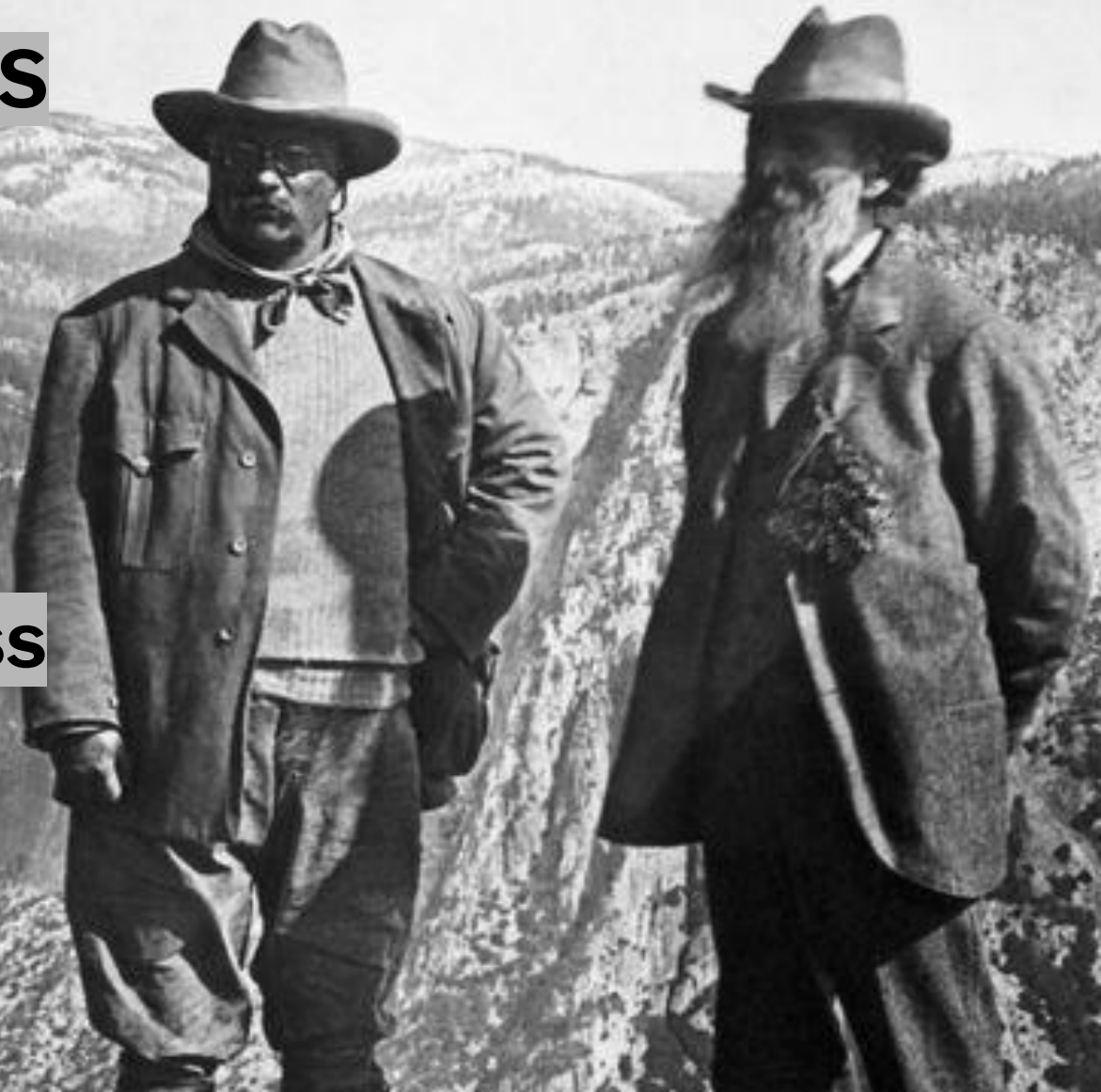
Countries that have been under European control

Europe Colonized or controlled by Europe Partial European control or influence European sphere of influence
Never colonized by Europe



Nature is Empty - Native American Erasure

- Theodore Roosevelt - NPS
- John Muir - NPS
- Gifford Pinchot - Conservation, USDA FS
- John James Audubon - Research
- Aldo Leopold - Wilderness
- Cook County Presidents Reinberg & Cermak



Acknowledging the Past



**BIPOC are too poor (busy...) to
help take care of the
environment.**

Environmental Justice



“Every day, I complain, protest and object...I’ve been thrown in jail twice for getting in the way of big business...If we want a safe environment for our children and grandchildren, we must clean-up our act, no matter how hard a task it might be.”

Hazel M. Johnson - Altgeld Gardens



Melany Flores



Ald. Byron Sigcho



Audrey Harding



Jade Mazon



William "Kid" Guerrero



Yesenia Chavez



Chuck Stark



Brianna Bertacchi



Oscar Sanchez

General Iron hunger strikers end campaign after one month

Protesters say they're disappointed Mayor Lightfoot isn't showing concern for their cause.

By Brett Chase | Mar 4, 2021, 9:21pm CST

f t SHARE



Activists occupy the intersection of Milwaukee, Diversey and Kimball during a protest and rally Thursday against General Iron's relocation to the Southeast Side. | Tyler LaRiviere/Sun-Times

Planned relocation of RMG metal scrap yard to the Southeast Side

Photos by Terry Evans
with permission



Chicago Water
Protectors
#mniwiconi
@noDAPLChi

DAPL & LINE 3 FRONTLINES TO DC

APRIL 01 2021 | THURSDAY

Native youth are headed to DC to demand
President Biden **#ShutDownDAPL** & **#StopLine3!**
#BuildBackFossilFree

Learn more @ linktr.ee/FrontlinesToDC

GINIW COLLECTIVE, STANDING ROCK YOUTH COUNCIL, CHEYENNE RIVER GRASSROOTS COLLECTIVE, INDIGENOUS ENVIRONMENTAL NETWORK, HONOR THE EARTH, RED LAKE TREATY CAMP, MANOOMIN GENAWENDANG ENDAZHIGABESHING, CAMP MIGIZI, SEEDING SOVEREIGNTY



SAFE: Southern IL Against Fracturing Our Environment

@dontfractureillinois · Community

Contact Us

dontfractureillinois.net



Indigenous Resilience

Indigenous Peoples and Local Communities

2019 was the deadliest year ever for environmental activists, watchdog group says

Jun 29, 2020

Indigenous populations make up 5-6% of the world's population but protect 80% of the world's resources.

<https://www.campaignfornature.org/indigenous-peoples>



Explanations

- American Indian Reservation and/or Off-Reservation Trust Land (Federal)
- Oklahoma Tribal Statistical Area
- American Indian Reservation (State)
- Tribal Designated Statistical Area
- Alaska Native Village Statistical Area
- Hawaiian Home Land

Sources: U.S. Census Bureau 2004 TIGER/Line Dataset, and made with Natural Earth www.naturalearthdata.com

Scale of Statute Miles 0 to 250
Scale of Statute Miles 0 to 100
Projection: Albers Equal Area Conic



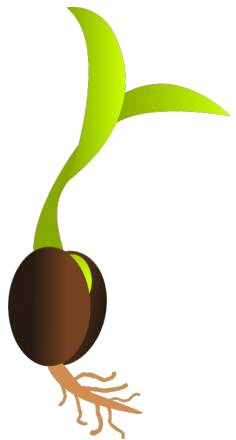
A MODERN MAP OF
NATIVE AMERICAN LANDS
including
State & Federal Reservations, Tribal Statistical Areas,
Alaska Native Villages, and Hawaiian Home Lands
throughout these
UNITED STATES
compiled from the official surveys of the
CENSUS BUREAU
and showing in a distinct manner
all state boundary lines, major roads, railroads,
cities & urban areas, navigable rivers, and lakes

**How is our site,
program, or leadership
excluding BIPOC+?**



Photo: Negin Almassi

**What are the different ways that
BIPOC+ communities care about and
act as stewards of the land?**



“How is our site, program, or leadership excluding BIPOC+?”

“What are the different ways that BIPOC+ communities care about and act as stewards of the land?”

- 15 minutes
- Alphabetical order
- 1-3 minutes for each person
- Active listening: focus on speaker, a time to absorb and listen to their words, and not to add your own

Black
Indigenous
People of
Color
+, cause it gets complicated

How do we grow racial equity?

Create a Legacy that Will Last



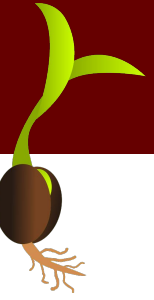
- Institutionalize the work
- Support people doing the work so they stay
- Compensation matters

Join Dr. Carolyn Finney, José Gonzalez, L. Blount, Mirna Valerio & Teresa Baker for a conversation on fair compensation for DEI agents in the environmental and outdoor field.

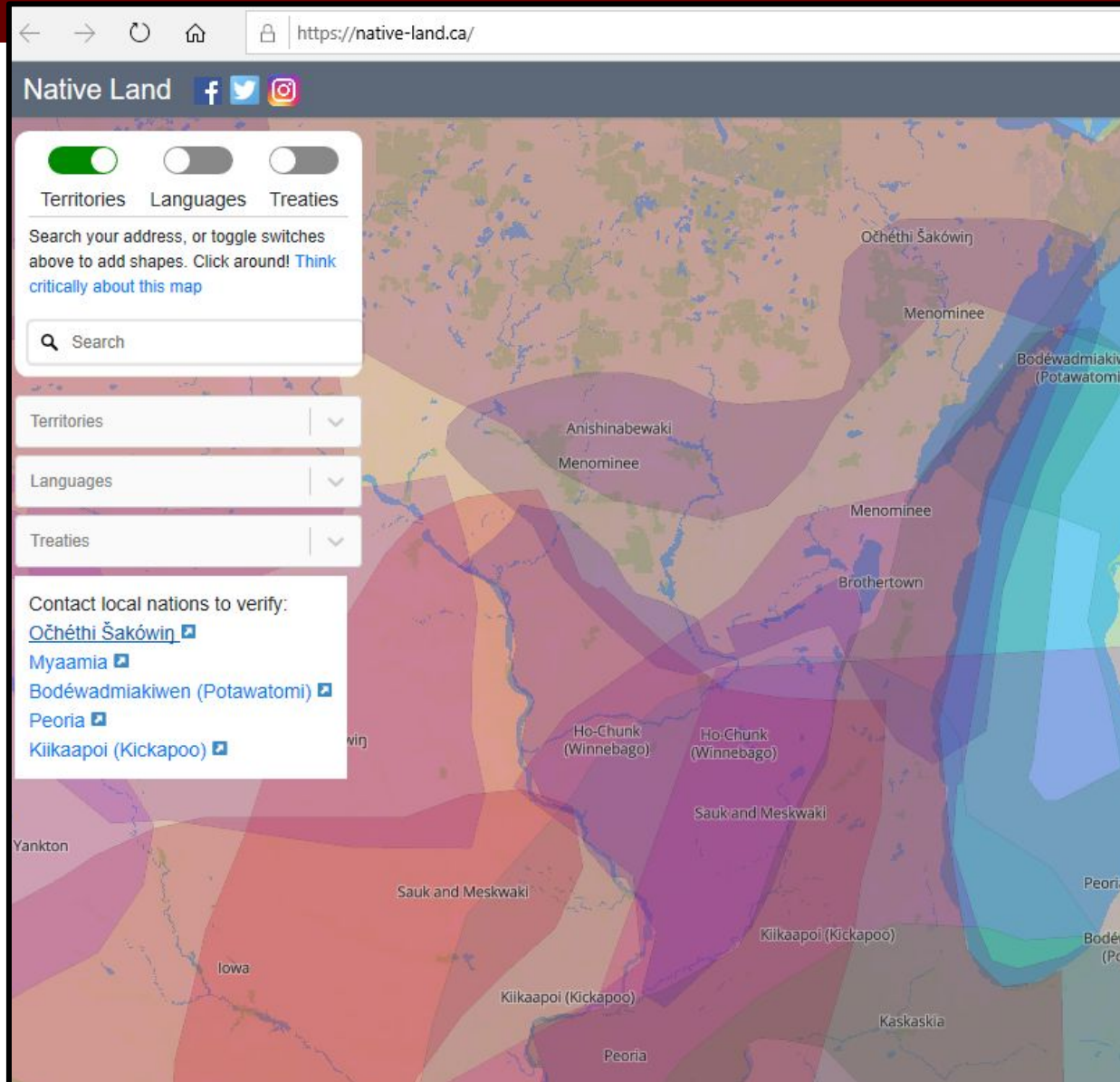
“There must be “skin in the game” if we are to make equitable progress in this work. And it must begin with compensating DEI consultants, fairly.”



Tools for Success



Land Acknowledgement



The Forest Preserves of Cook County acknowledges that we are on the ancestral homelands of the Council of Three Fires—the Ojibwa, Ottawa and Potawatomi tribes—and a place of trade with many other tribes, including the Ho-Chunk, Miami, Menominee, Sauk and Meskwaki.

As a land management agency, we acknowledge that we have played a role in shaping the histories of local Native Americans by acquiring this land. We must also recognize, share and celebrate the history of local Native Americans and their immemorial ties to this land.

We commit ourselves to developing deeper partnerships that advocate for the progress, dignity and humanity of the many diverse Native Americans who still live and practice their heritage and traditions on this land today.

Native Land Project, native-land.ca



Native American Indian & Indigenous Peoples Studies- Teacher Resources



Land Acknowledgement is a step toward the future

Representation Matters



Transparency



Stewardship Workday Leader

Path Checklist

Use this checklist to guide you through the Stewardship Workday Leader (SWL) process and keep track of your progress. E-mail all completed forms to volunteer.fpd@cookcountyil.gov or fax to 773-792-0539.

- ☐ Identify a Steward/s who will coach you through the SWL certification process _____

Complete the **3** required trainings (in any order):

- ☐ **Brush Pile Building & Burning***

____ Class ____ TEST ____ TWO Field Observations

Complete the Training to become a certified Brush Pile Burn Boss

- ☐ **Managing Invasives**

____ Class ____ TEST ____ TWO ID Walks

- ☐ **Group Leadership Training***

____ Class ____ TEST

Complete the training and talk to your Site Steward about being a Seed Collection leader

Get Coached - Complete the **4** Workday Leader Field Sessions

(Can be completed before required training is completed)

- ☐ **PLAN & PREPARE**
Form A

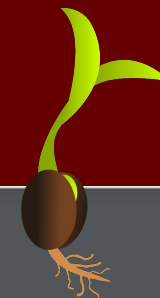
MAIN SITE + YOUR COACH

Discuss the workday planning process with your coach from start (planning) to finish (reporting) at your MAIN site.

- ☐ **WATCH & LEARN**
Form B

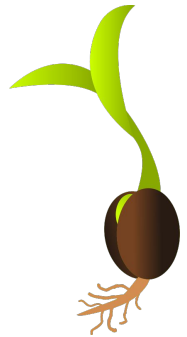
ALTERNATIVE SITE + ALTERNATE COACH

A guide for things to be aware of while you observe an



Putting It All Together

- Learned why and how racial equity is important to the Forest Preserves
- Learned some ways to go from a deficit- to an asset- based approach in welcoming BIPOC to the Preserves
- Learned a different perspective on environmental conservation
- Shared tools and resources in support of leadership



How do we do better?

Reflect



Act

BELONGING

FOREST THERAPY WALK

Designed and narrated by Kim Ruffin for
Forest Preserves of Cook County Volunteers

State Gender Pronouns

Introduce yourself with your preferred gender pronoun.

“Tell us your name and/or preferred name, your role, and if you’re comfortable, your gender pronoun”

Credit: More Light Presbyterians

**WHY STATING
PRONOUNS MATTERS**

**IT HELPS EVERYONE FEEL
INCLUDED AND RESPECTED**

**IT ACKNOWLEDGES SOMEONE’S
PRONOUNS AREN’T ASSUMED**

**IT ENCOURAGES FOLKS TO
THINK ABOUT THEIR OWN GENDER**

**IT’S A WAY TO SHOW FOLKS YOU’RE
SERIOUS ABOUT BEING AN ALLY**

**IT ENSURES FOLKS GET
EVERYONE’S PRONOUNS RIGHT**

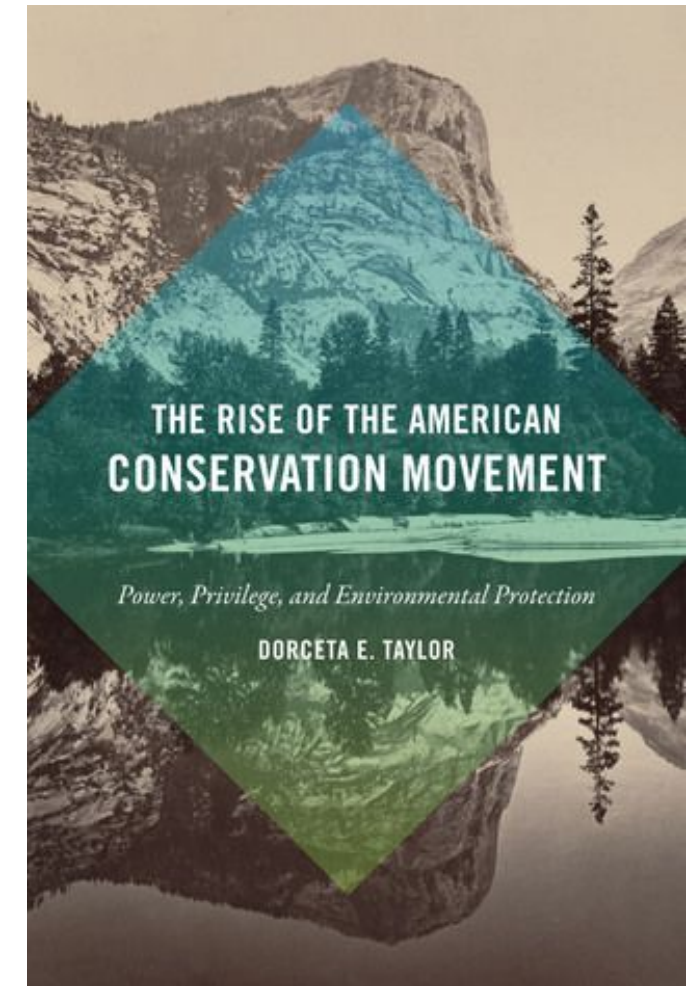
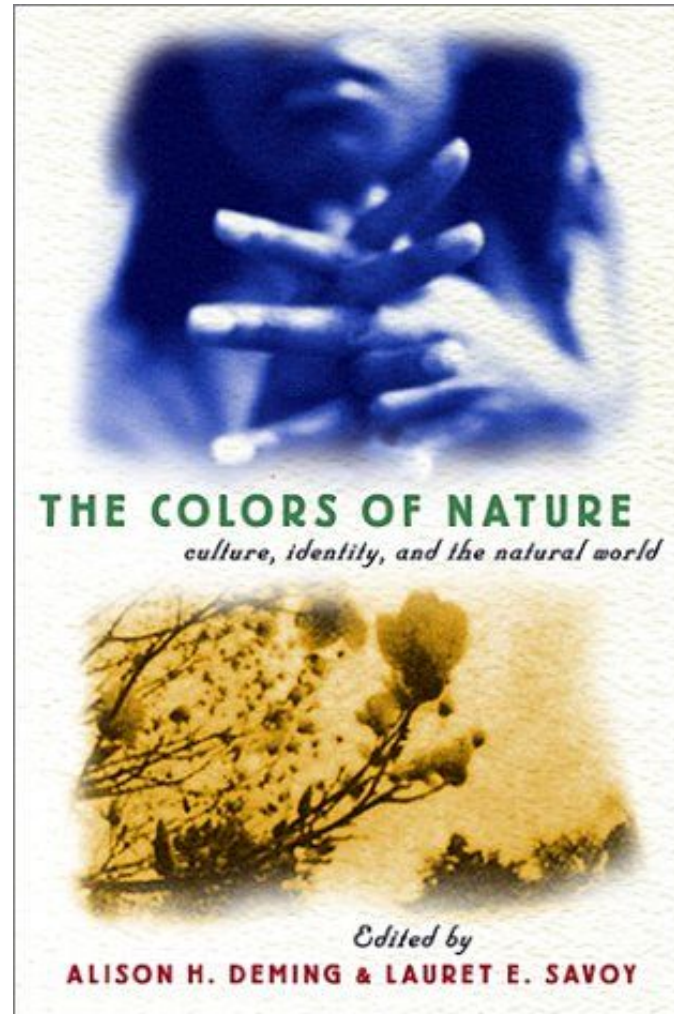
Resources

adamruinseverything



16,761 views

adamruinseverything Just one of the many misconceptions about Native Americans in the 17th century is that there weren't very many of them. Turns out there were between 50 and 100 million. Catch an all new #AdamRuins Everything tonight at 10:30/9:30c!



**Questions?
&
Muchas Gracias**
سپاسگزارم

**Please complete the survey
linked in the chat.**

