

# Encouraging BIPOC Environmental Professionals to Serve on Conservation Commissions

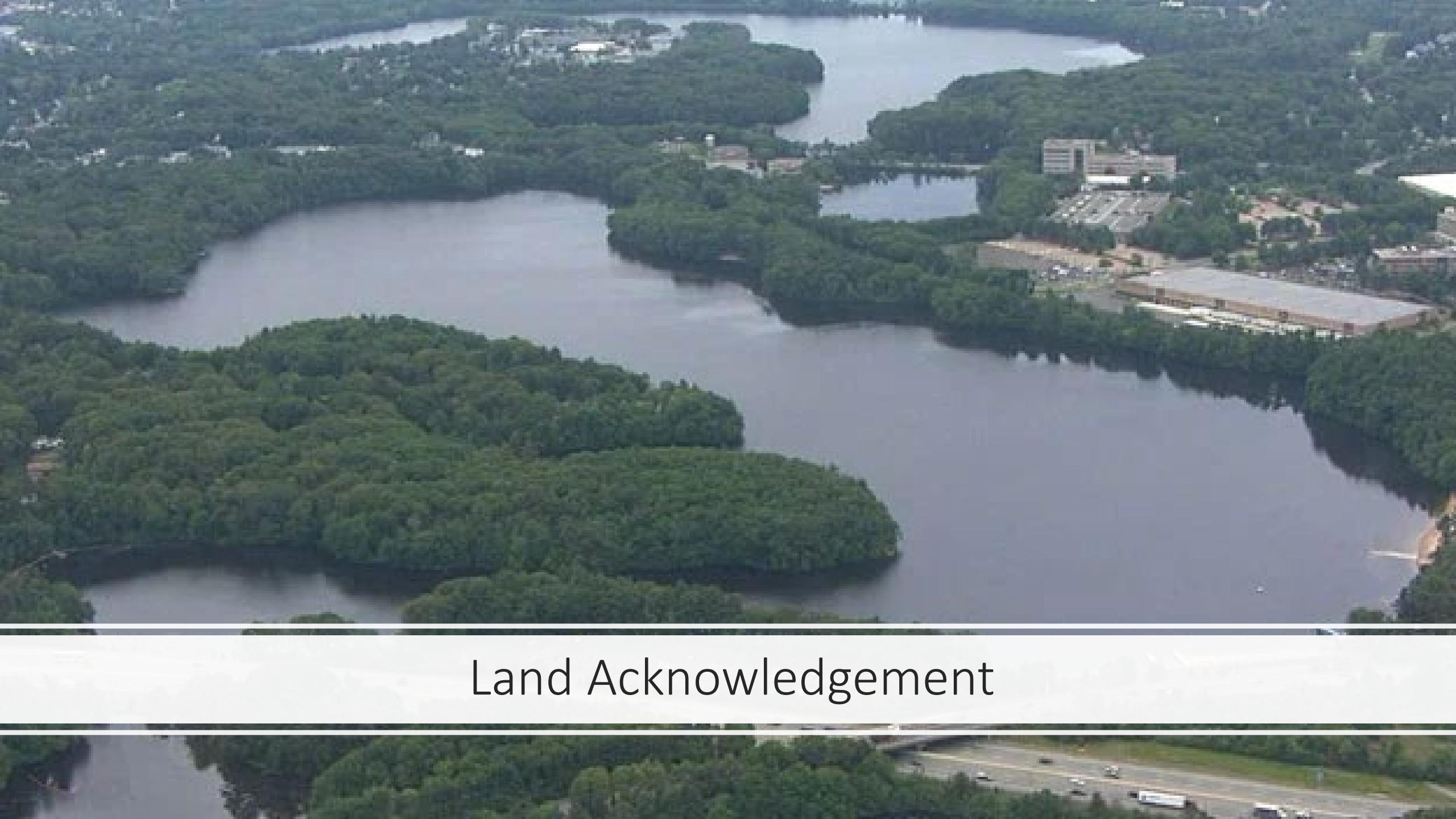
MACC Annual Environmental Conference 2023

# Speakers (POCIE Network Members)

- Pallavi Kalia Mande, Founding Director, Tamraparni.org
- Priya Gandbhir, Esq. Senior Attorney, Conservation Law Foundation
- Melanie Gárate, Director of Climate Engagement, Stone Living Lab, Boston Harbor Now
- Rishya Narayanan, Climate Communication Strategist, Conservation Law Foundation

## Disclaimer

Any opinions or views set forth herein are the views of the presenters and not necessarily of their employers or affiliated organizations.

An aerial photograph of a river flowing through a dense forest. The river curves from the top left towards the bottom right. On the left bank, there is a cluster of buildings and houses. On the right bank, there is a larger industrial or institutional building with a long, low profile. The surrounding land is heavily forested with green trees. The water of the river is a muted grey-blue.

# Land Acknowledgement

# POCIE Founding Members



Dr. Danielle Perry



Rishya Narayanan



Melanie Gárate



Melissa Ocana



Nia Keith



Saba Ijadi

# Vision

We envision a Massachusetts where professionals of color have the financial, social, mental, and emotional support they need to excel and lead in a diverse environmental sector where justice and racial equity are prioritized.

# Mission

We build and nurture community across the environmental sector by mentoring, networking, and collaborating to ensure the success of current and future generations of professionals of color.



# POCIE: Who We Are

- A statewide community for Professionals of Color in the environmental field in Massachusetts
- Over 75 members representing universities, nonprofits, agencies, and municipalities across the state
- Working in law, science, marketing, nonprofit management, recreation, education, community organizing etc.



# POCIE Structure

1. Working Board consisting of 5 of the founding members
2. Three Subgroups that move forward our mission and goals:
  - a. Student Engagement and Outreach Subgroup
  - b. Building Community & Recruitment
  - c. Professional Collaboration & Peer Learning



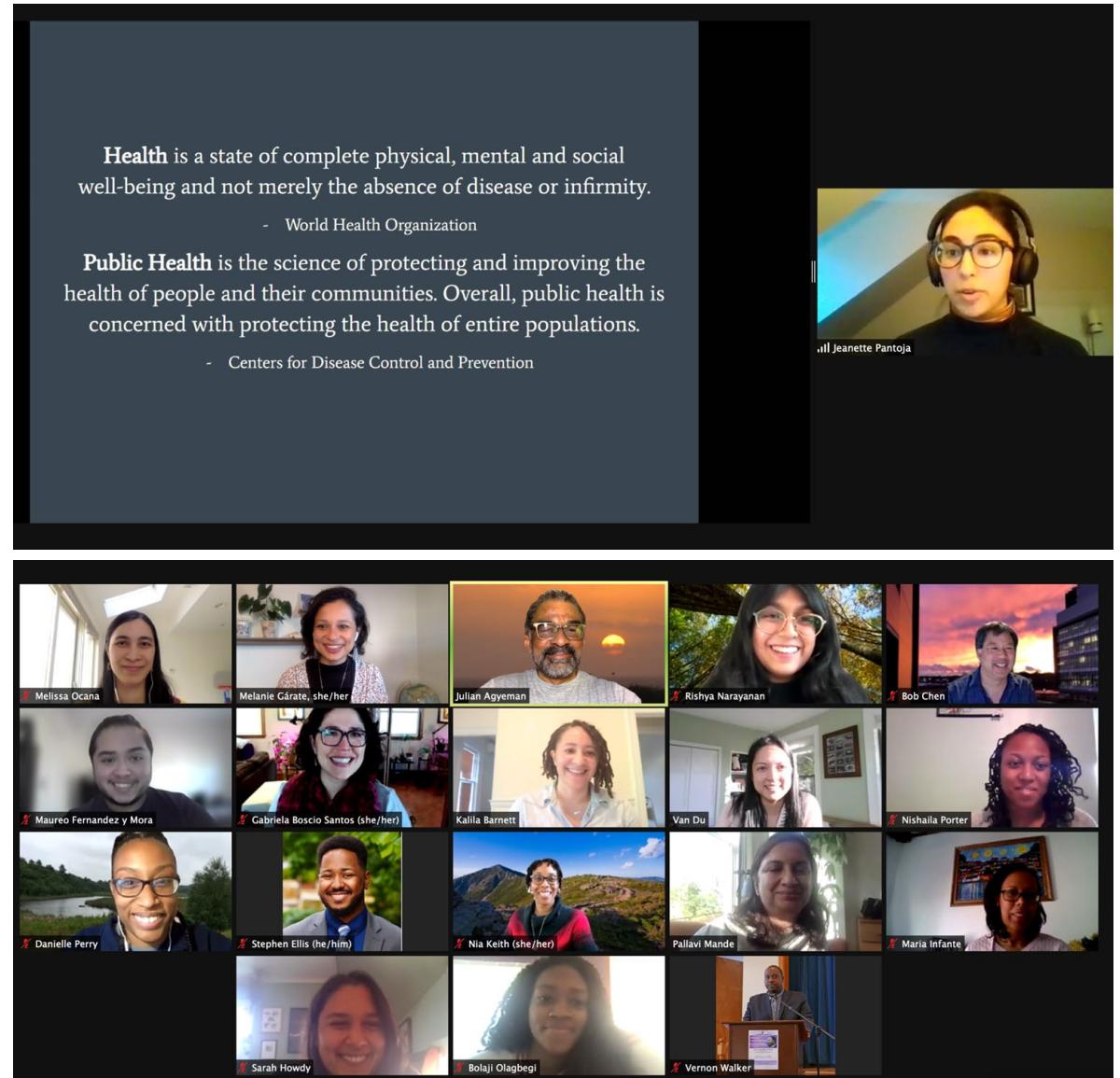
# Pillars and Goals

- Create a safe space for environmental professionals of color to gather and promote social and professional networking.
- Promote cross-sector collaborations by building professional partnerships.
- Build a pathway for students and early career professionals of color to succeed in the environmental sector.



# Accomplishments and Events

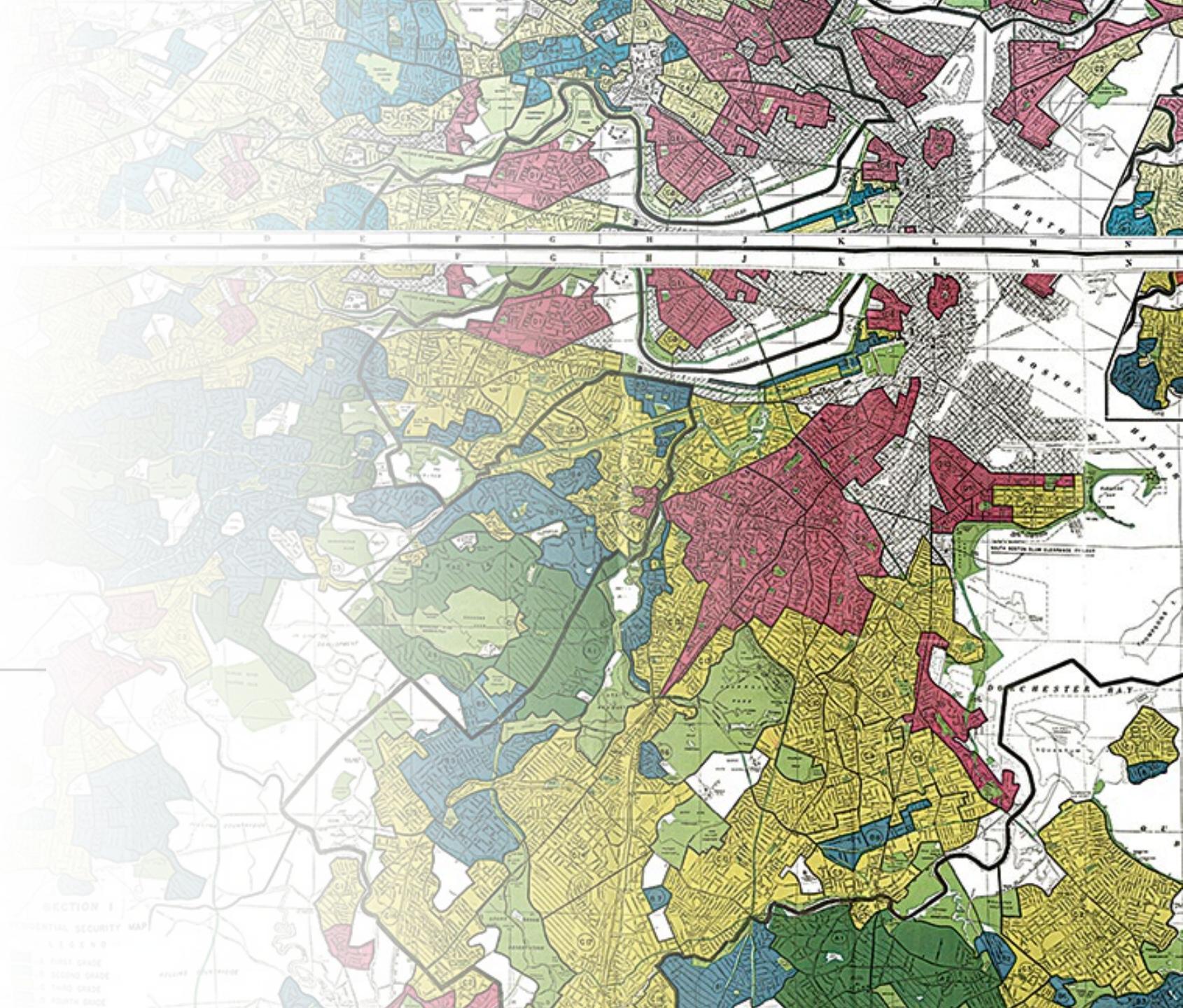
- Bi-Monthly member meetings since Fall 2020
- Professional Career Panel for Boston Univ. and UMass undergraduates
- POCIE Socials
  - Blue Hills and Beer
  - Archery and Apples
  - Pottery night
- Funding for two years from the Barr Foundation
  - Operations manager
  - Web designer
  - Strategic planning consultant





# Environmental Segregation

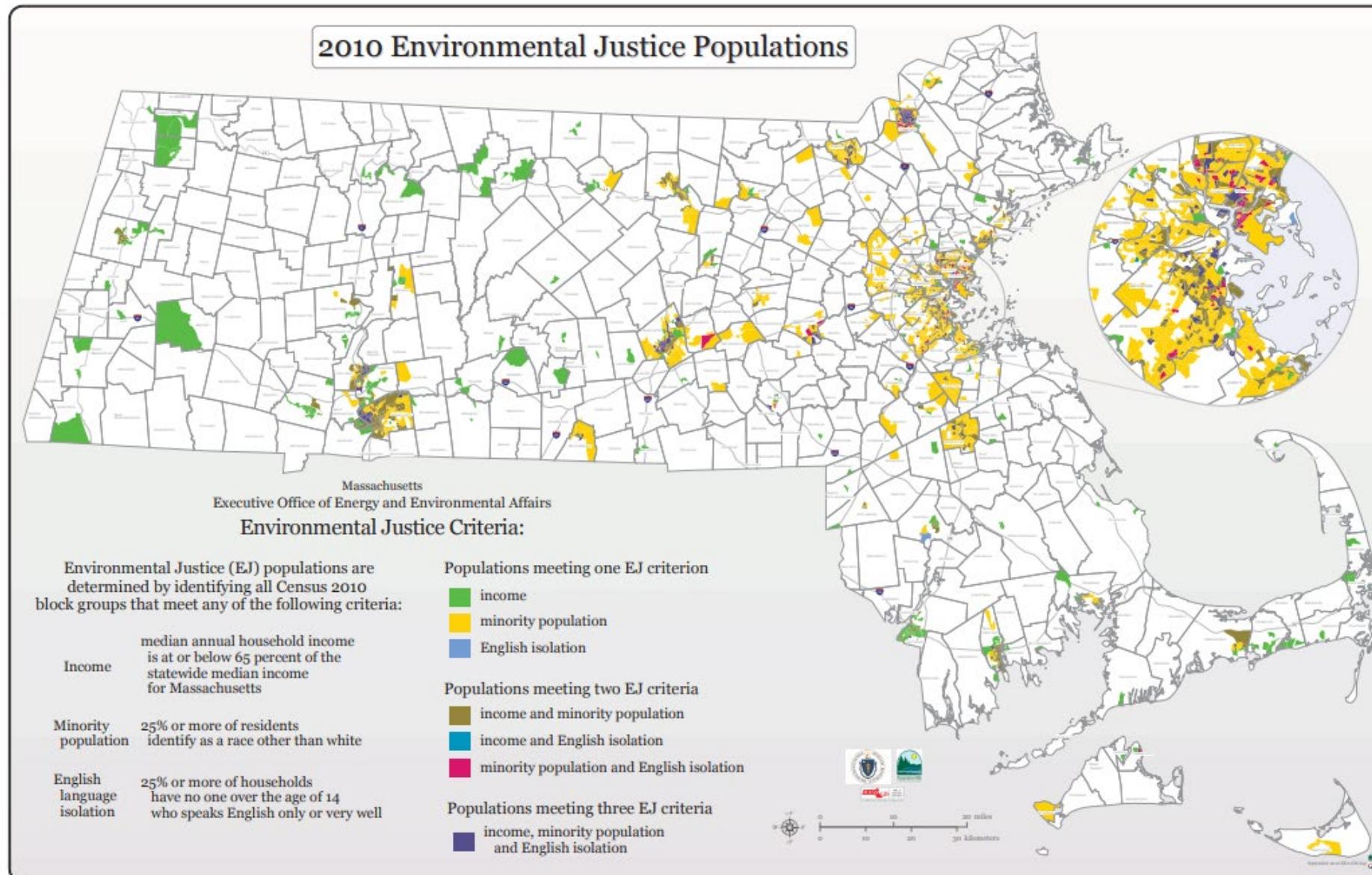
---



# Impacts of Redlining

- Historically redlined districts are on average 5 degrees Fahrenheit warmer than non-redlined districts.
- Higher energy bills
- Limited jobs, longer commutes
- Lack of access to green space and parks

# Environmental Justice Communities

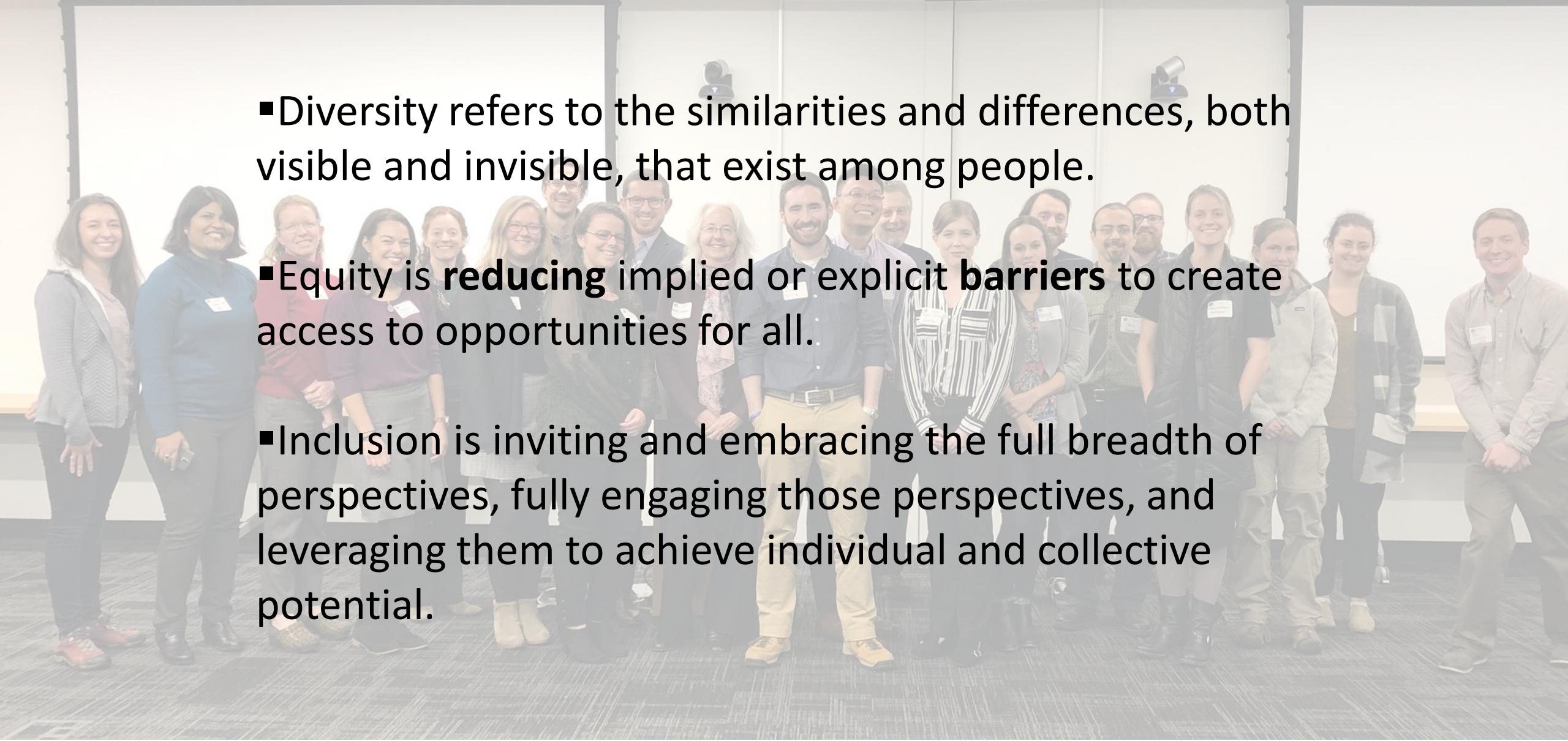


What does this have to do with  
Conservation Commissions?

# Perspective on Representation in Conservation

- Black Indigenous and People of Color (participation/representation)
- Diversity, Equity and Inclusion at MACC
- Perspective Informed by Acquired Knowledge and Lived Experience
- Experience as Conservation Commissioners

# What is Diversity, Equity, and Inclusion (DEI)



- Diversity refers to the similarities and differences, both visible and invisible, that exist among people.
- Equity is **reducing** implied or explicit **barriers** to create access to opportunities for all.
- Inclusion is inviting and embracing the full breadth of perspectives, fully engaging those perspectives, and leveraging them to achieve individual and collective potential.

# What is DEI and Why is it Important?

## DIVERSITY



of people and perspectives

## EQUITY



in policy and practice

## INCLUSION



of all voices and visions

# Inclusion of Under-Represented Populations

- Indigenous Peoples
- Environmental Justice Communities
- Climate Vulnerable Population
- Youth and Elders

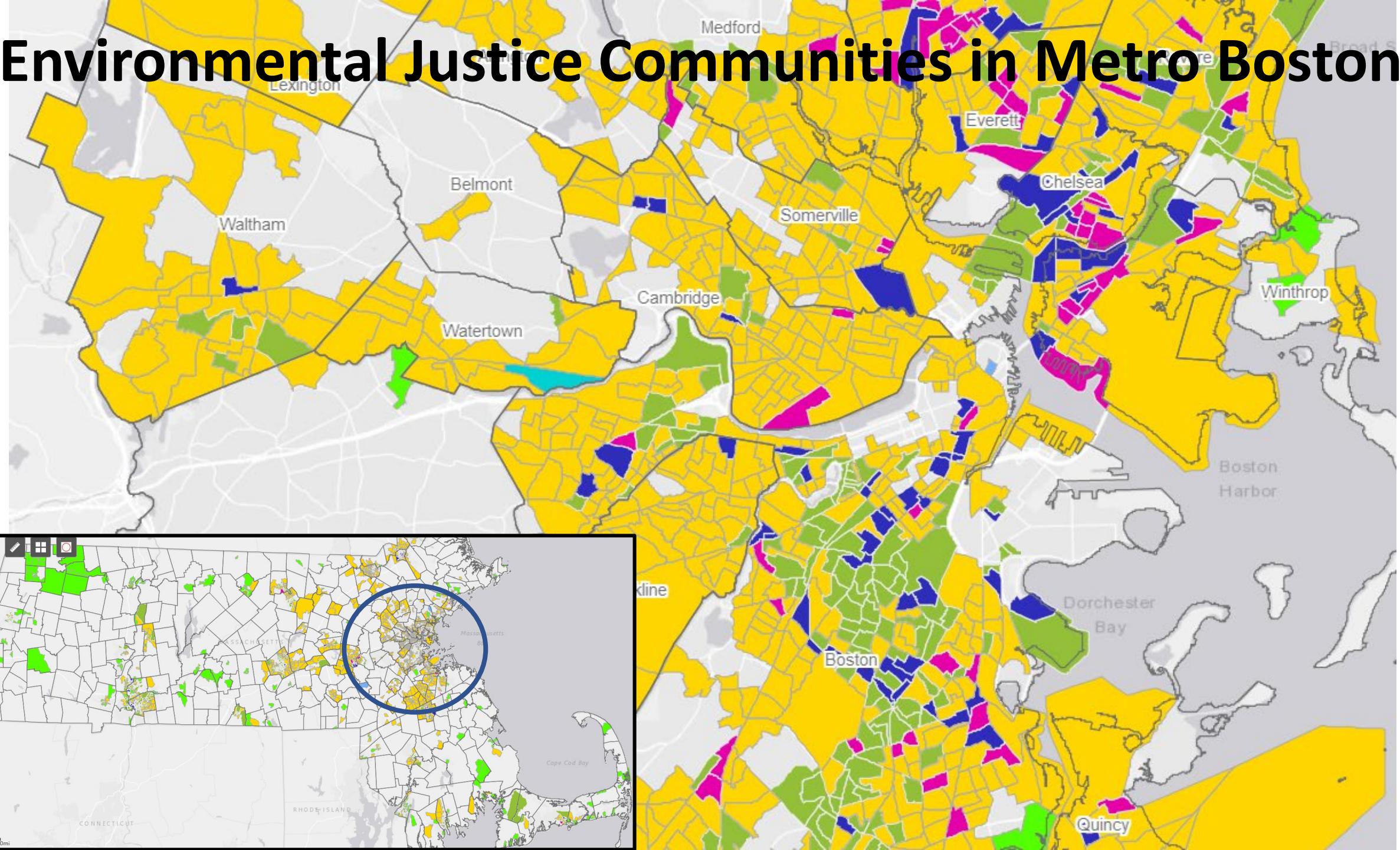
# Diversity in Municipal Governance

## Study of Metro Boston

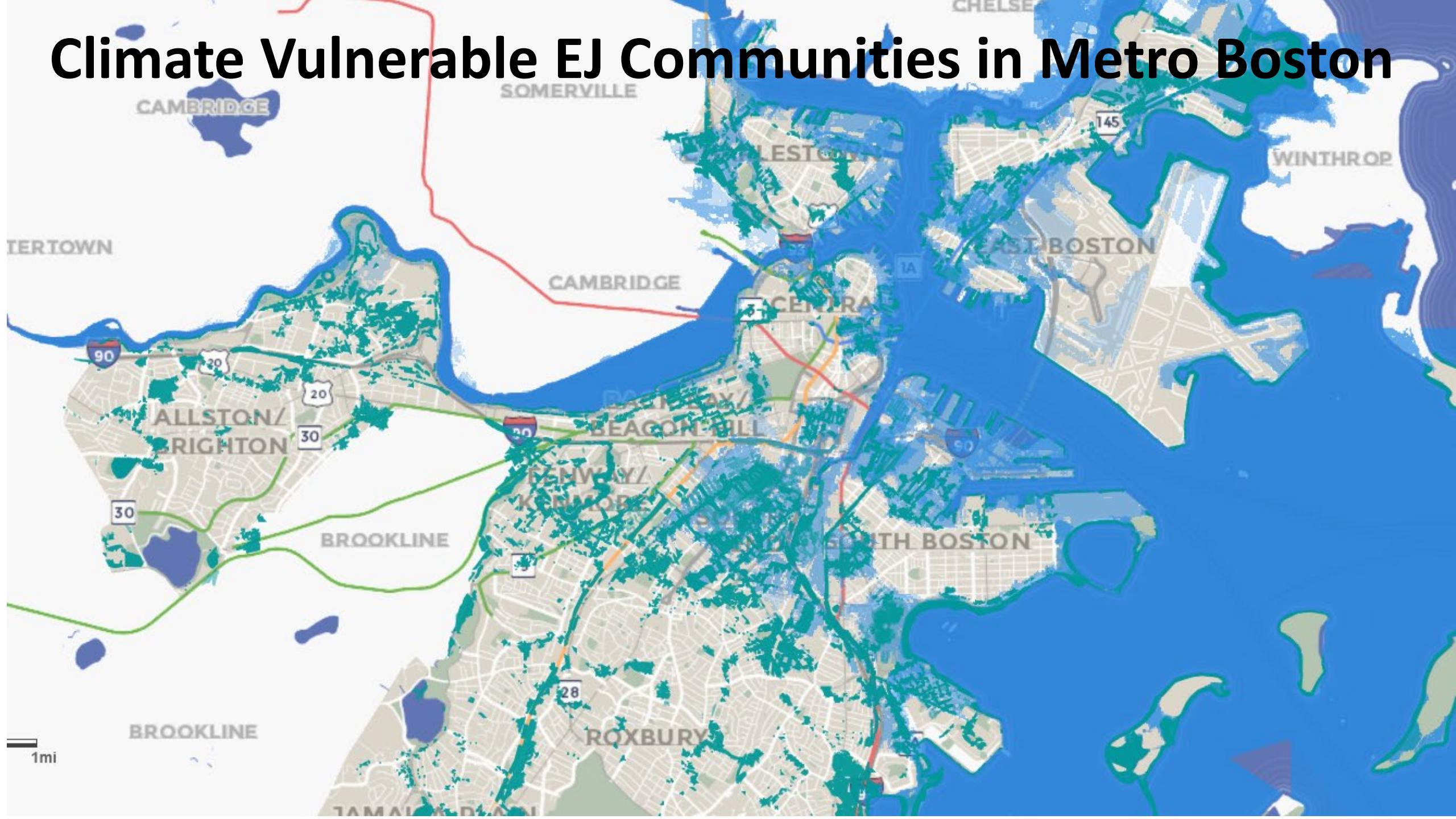
- Higher percent of workers born before 1970 than overall population
  - 39% past retirement age by 2030
- Municipal workforce doesn't look like the people it represents
  - 85% municipal workers are white, in contrast with 74% of civilian workforce
  - Black workers represented about equally at ~6%
  - Asian and Latinx populations significantly underrepresented

Source: <https://metrocommon.mapc.org/reports/14>

# Environmental Justice Communities in Metro Boston



# Climate Vulnerable EJ Communities in Metro Boston



# Environmental Education: Engage & Empower Youth



# Environmental Education: Engage & Empower Youth



# Environmental Education: Engage & Empower Youth



Source: KEEP Up ([weebly.com](http://weebly.com))



# MACC DEI Committee Strategic Mission & Goals

The MACC Diversity, Equity, & Inclusion (DEI) Committee, along with the Board of Directors and MACC staff, will work to make a welcoming, equitable and empowering organization and **provide guidance** for Commissions to do the same.

The DEI Committee will work to integrate DEI into MACC operations and functions to:

- Promote diversity and inclusion when recruiting board and committee members, along with staff and consultants.
- Promote diversity and inclusion when selecting speakers, workshop topics, and conference events.
- Promote participation and collaboration among groups and individuals with diverse perspectives.
- Encourage and assist Commissions to bring DEI into Commission structure, operations, and activities.

# MACC DEI Committee: Help Us Help You!

Explore potential partners to advance your DEI journey

- Prioritize partnership groups through MACC's DEI resources
- Become proactive in reaching out to BIPOC/EJ organizations and avoid performative behavior
- Attend meetings, listen, learn and discuss important lessons/take aways at board and commission meetings.
- Invite members to speak out and share in



**Andover Animal Advocates**  
Youth Environmental Service Award

# DEI Organizations and Resources

## Welcome to the IntentionallyAct.com Learning Portal #Transformation

[Sign up now >](#)

### What we do

We offer clients a process for cultural change through consulting and this learning platform for Diversity, Equity, and Inclusion focused on Racial Equity + Justice.

#### Self-Guided Learning

We provide learning experiences that facilitate knowledge building that supports skill development while in community with people like you.

#### Instructor-Guided Courses

Enhance your knowledge and skill building by accessing high-quality live sessions through desktop and mobile.

### Benefits of our learning experiences

Source: [All Aces, Inc. \(allacesinc.com\)](http://All Aces, Inc. (allacesinc.com))

#### Practical Approach

Our learning experiences are designed to provide knowledge, skills, and tools in a practical approach. Our learners' success is our priority.

#### Action Oriented

Strategies shared and knowledge earned allows our learners to immediately change consciousness and take intentional action wherever they may be in the world.

#### For Your Development

Whether you want to improve your professional/personal development or lead organizational change, our learning experiences support your ability to have meaningful impact.

We inspire and equip DEI and racial justice champions to transform organizations and communities

Team All Aces supports fellow DEI and racial justice practitioners with collective care and stays with them on their journey to lead Diversity, Inclusion, and Equity Transformation (DIET) within organizations and communities. Today when DEI champions - whether they are within organizations, out in communities, or providing consulting - want to implement real change they are on a lonely and difficult journey. We reduce these obstacles by sharing knowledge and skills, providing a collective care community, and facilitating action planning. Contact us to partner and visit [IntentionallyAct.com](http://IntentionallyAct.com) for learning and support!

**Consulting   Education   Speaking**

### Our Featured Courses

[all](#) [Not enrolled](#) [newest](#) [popular](#) [free](#) [certificate](#) [authors](#) [categories](#) [Subscriptions](#) [DIET Foundational Courses](#)

Search for courses



#### Life Goals: What is Your Racial Equity Vision?

This learning activity helps our members to clarify their personal vision + identify specific goals for their racial equity journey.

#### History in Context

This knowledge-building exercise provides an engaging way to test our knowledge of history and align historical context with present day realities.

#### The Layers of Racism

This course sets a foundation for a deeper and more nuanced understanding of racism and its pervasive impacts on all of us.

# How can you help?

- Join the DEI Committee!
- Recruit a BIPOC friend or colleague
- Attend a DEI Committee meeting as a guest
- Be a liaison to the DEI Committee (Education; Advocacy; Nominating)
- Introduce us to a potential partner organization/group
- Make a connection to a partner organization/group



# Thank You and Questions?

