

# Resources for Exploring Issues of Diversity, Equity, and Inclusion

## DEI Resource List Intro and Submission Instructions

The Land Trust Program at Maine Coast Heritage Trust initiated this list in response to a strong interest among its constituents to address the issue of equal access to conserved lands for all. We wish to acknowledge that the broad issue of diversity, equity, and inclusion, which has lately gotten a great deal of national attention nationally, is deeply complex. We are approaching this issue with extreme care, and starting slowly by offering this resource list. We hope it will help people begin to explore this complicated and nuanced subject, and spark respectful discussion and discourse.

We believe this resource will be most vital and useful if/when users feel a sense of ownership. Anyone and everyone should feel free to submit items for inclusion; in addition, if we, as keepers of the list, have a blind spot or are missing something you have found helpful, please [contact us](#) to share your viewpoint. When submitting items for consideration, please follow the guidelines below. You may notice our criteria are broader than found elsewhere. That is because our goal is to widen the lens of what credible and useful expertise includes.

MCHT reserves the right to decide not to include a submission. If we do, we will provide the reason for that decision.

## INSTRUCTIONS FOR SUBMITTING RESOURCES FOR INCLUSION

To submit a resource for inclusion on this list, please email it, or a link to it, to the [Land Trust Program](#) at Maine Coast Heritage Trust.

When submitting a resource for inclusion, please characterize your submission and BE SPECIFIC. Some examples are:

- You have read/tried the resource yourself and found it useful.
- The resource was recommended to you by someone you trust.
- You haven't read/tried the resource, but you thought it was interesting and worth sharing.
- The resource meets traditional standards of academic rigor or a more traditional approach to learning.

If you use something from this list, please report back to us! Over time, the only way to truly determine whether any item on the list is worthwhile is to test it in the real world.

## Podcasts:

[Belonging](#) – An Outside Voices Podcast Mini Series

[The Diversity Gap](#) – Bethany Wilkinson “features essential conversations on the most pressing organizational culture and diversity questions of our time.”

[NPR's Code Switch](#) - On race in the news and culture today

[How to Survive the End of the World](#) - The Brown Sisters share their insights on the relevance of sci-fi/black feminist thought to our lives today

[Another Round](#) (Archives) - Social/Cultural commentary from two writers, often through the lens of people of color

## Resources for Exploring Issues of Diversity, Equity, and Inclusion

[Reid This Reid That](#) - Cultural commentary from Joy Reid (of MSNBC) and journalist Jacque Reid - often covers topics of race in pop culture

[Seeing White](#) – Season 2, *Scene on Radio*, a podcast from the [Center for Documentary Studies at Duke University](#) (CDS) that tells stories exploring human experience and American society. Produced and hosted by John Biewen, and distributed by PRX

[Teaching Hard History](#) - From Teaching Tolerance and host [Hasan Jeffries](#), *Teaching Hard History* brings us the lessons we should have learned in school through the voices of leading scholars and educators. It's good advice for teachers, good information for everybody.

### Books:

[Dismantling Racism: A Resource Book \(pdf\)](#) – Western States Center

[Emergent Strategy](#) - Adrienne Maree Brown

[Pema Chodron](#)

[Waking up White](#) – Debbie Irving

[The Home Place: Memoirs of a Colored Man's Love Affair with Nature](#) – J. Drew Lanham

[Between the World and Me](#) - Ta-Nehesi Coates

[Crimes against Nature: Squatters, Poachers, Thieves, and the Hidden History of American Conservation](#) - Karl Jacoby

[Black Faces, White Spaces: Reimagining the Relationship of African Americans to the Great Outdoors](#) - Carolyn Finney

[The Rise of the American Conservation Movement: Power, Privilege, and Environmental Protection](#) - Dorceta E. Taylor

[An Upriver Passamaquoddy](#) - Allen Sockabasin

[White Privilege, Unpacking the Invisible Knapsack](#) - Peggy McIntosh

[Firsting and Lasting: Writing Indians out of Existence in New England](#) - Jean M. O'Brien

[White Fragility](#) - Robin Diangelo

### Websites:

[First Light](#) - a bridge between conservation organizations and Penobscot, Passamaquoddy, Maliseet and Micmac Communities who seek to expand Wabanaki stewardship of land

[Wabanaki REACH](#) - supports the self-determination of Wabanaki people through education, truth-telling, restorative justice, and restorative practices in Wabanaki and Maine communities

[Building Movement Project](#) - Race to Lead Report, a groundbreaking national survey on the barriers to POC leadership in the non-profit sector

## Resources for Exploring Issues of Diversity, Equity, and Inclusion

[Equity in the Center](#) - A growing national network for building equity in the workplace

[Resources for People Who Want to Do Better](#) – by Heather Plett

[Black/Land Project](#) - stories about the relationship between black people, land and place

[Outdoors for All ~ Lessons Learned](#) - [The Joy Trip Project](#), reporting on the business, art, and culture of the Active Lifestyle

[21-Day Racial Equity Habit Building Challenge@](#) - resource for challenging yourself to create and track effective social justice habits

### Articles:

[William Barber Takes on Poverty and Race in the Age of Trump.](#) New Yorker article that looks at a 'moral revival' and a resurrection of the Poor People's Campaign, addressing the ways that poor whites and people of color have been played against each other.

[Principles focused evaluation and racial equity](#) – by Chris Corrigan

[What reconciliation feels like to people 'locked in the bathroom' for a century](#) – Opinion, CBS News

[Inclusion as a Growth Strategy](#) – by Glenn Llopis, six-part series in Forbes.

[Is Diversity Just a Marketing Strategy for Gear Brands?](#) – by Claire Martin for [Outside Online](#). Major outdoor companies like Patagonia, REI, and others say they're committed to building a workforce that reflects the makeup of America. Are they doing enough?

[Outdoor Companies: Get Smart About Hiring](#) – by Marinel de Jesus for [Outside Online](#). Marinel de Jesus, writer at 'Brown Gal Trekker' and a CEO, invites outdoor industry leaders to take concrete measures toward promoting diversity, equity, and inclusion.

[Why We Stereotype Strangers](#) – by Elizabeth Bernstein for The Wall Street Journal. No matter how open-minded we are, we all have unconscious biases, a social psychologist says. Here's how to deal with them.

[Why is Maine So White?](#) – by Willis Ryder Arnold. Maine Public Radio, February 14, 2019

### Videos

[Uncomfortable Conversations with a Black Man](#) – youtube series by Emmanuel Acho