



A Selection of Resources to Help Land Trusts with Diversity, Equity, and Inclusion

If your land trust is already working on diversity, equity, and inclusion, or would like to start, you're not alone. Over the past few years, interest in this area has grown by leaps and bounds and there are tons of resources available, many of them at no cost. Below we've described a number of resources that land trusts may find helpful, but this list is by no means complete. We encourage you to do your own research, and when you find something that is meaningful for you and your organization, we hope you'll share it with this community.

This list of resources was compiled by the MLTN DEI Work Group as part of the process to support the land trust community in Maine. It represents a master list of many different sources of learning and action and we encourage you to take your time to consider which is right for you.

[List of Questions for Land Trusts to Consider](#)

This is important and sensitive work and you may decide to use the help of a professional. If, however, you choose to do it yourself, you can consider having discussions within your land trusts based on the following questions. Consider tackling these in bunches or just one question per meeting.

[List of Equity Consultants](#)

Beginning an exploration of diversity, equity, inclusion work can be difficult, emotional, and time consuming. Your organization may choose to get professional assistance to guide you through this type of exploration. The linked information page and list have been put together by the Maine Association of Nonprofits. It includes consultants from Maine and beyond who work in a variety of sectors; some, but not all, of those listed have prior experience working with land trusts directly. We also recommend this [Helpful Guide to Hiring an Equity Consultant](#) from Equity in the Center

[Maine Environmental Education Association \(MEEA\) Equity Database](#)

The Maine Environmental Education Association has compiled an extensive database of equity resources, that you can sort by a variety of topics and resource types. All the possible topics are listed at the top of the page and you can see which are most relevant to your land trust, including but not limited to 'conservation', 'environmental racism', 'outdoor recreation', and 'non-profit management'. We want to extend sincere thanks to MEEA for compiling and curating this database; please consider donating as you're able for upkeep and maintenance.

[MLTN DEI Resource List \(PDF\)](#)

The following is a list of podcasts, websites, books, and articles compiled by members of the Maine Land Trust Community. Please contact the Maine Land Trust Network if you have good ideas for more resources to put on this list.

[MANP List of resources for DEI](#)

The Maine Association of Nonprofits has a robust collection of resources in their answer center.



[Creating a More Equitable Recruitment and Hiring Process](#) (PDF)

Thank you to the Maine Environmental Education Association and The Nature Conservancy in Maine for sharing their models of considerations for more equitable hiring processes. Each one was developed for the specific organization and is not meant to be an exact template to replicate. They are offered as a way for other organizations to build processes specific to their context. Visit [MLTN Resources web page](#) for an excel list of Diversity Job Posting Websites courtesy of The Nature Conservancy, with our deep appreciation.

[Wabanaki REACH](#) [First Light Resource Page](#)

In recent years the conservation community has become increasingly interested in building relationships with Wabanaki People. Here are two resources that have been very helpful in learning about Wabanaki history and current issues.

Other organizations to check out

There are many active people and organizations working to strengthen the BIPOC community here in Maine. In addition to the other organizations and resources listed above, here are a few other organizations and initiatives to explore. We encourage you to check out these websites and learn more about these organizations

- [Black Owned Maine](#)
- [Maine Initiatives](#)
- [Atlantic Black Box](#)
- [Elmina B Sewall Foundation Equity Journal](#)
- [Bangor Savings Bank Elevating Voices page](#)