



Environmentally Just Forest Health Project



FHAC Environmental Justice Working Group
6 December 2022

Who are the Stakeholders?

Implicit vs Explicit Bias

- **Implicit:** “Whites Only Swimming Pool”
- **Explicit:** An individual thinks: “I often don’t see people of color at pools. They probably do not need to participate in our program planning, because it must be that people of color aren’t interested in swimming, or don’t like pools.”

Who are the Stakeholders?

Implicit vs Explicit Bias

- **Implicit:** “Whites Only Community” or “Whites Only hiking trail”
- **Explicit:** An individual thinks: “I often don’t see people of color who are forest landowners, or who are recreating. They probably do not need to participate in our program planning, because it must be that people of color aren’t interested in hiking or owning forest land, or don’t like trees.”

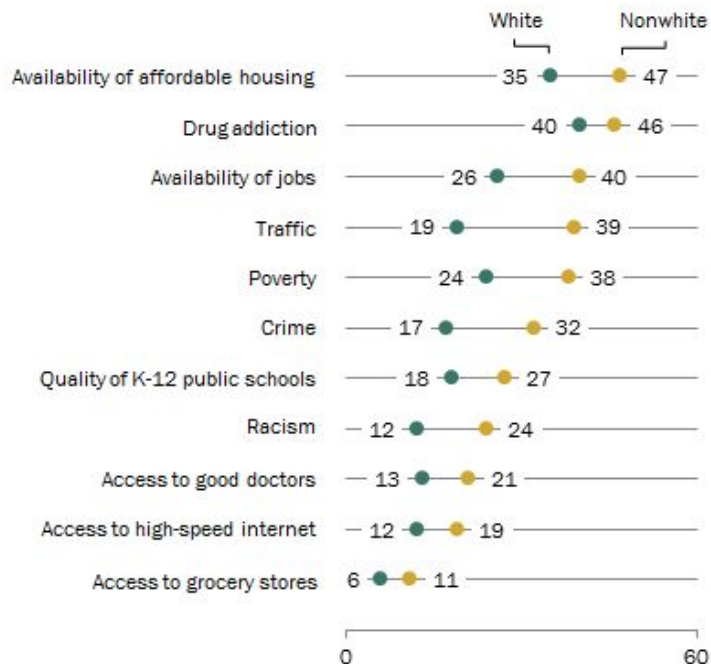
Who are the Stakeholders?

To tackle environmental injustice, we need to get to the why.

- Why don't we see more forest landowners who are people of color?
- Why don't we see more people of color using this trail?

Whites and nonwhites have different perceptions about severity of problems their communities face

% saying each is a major problem in their local community, by race/ethnicity



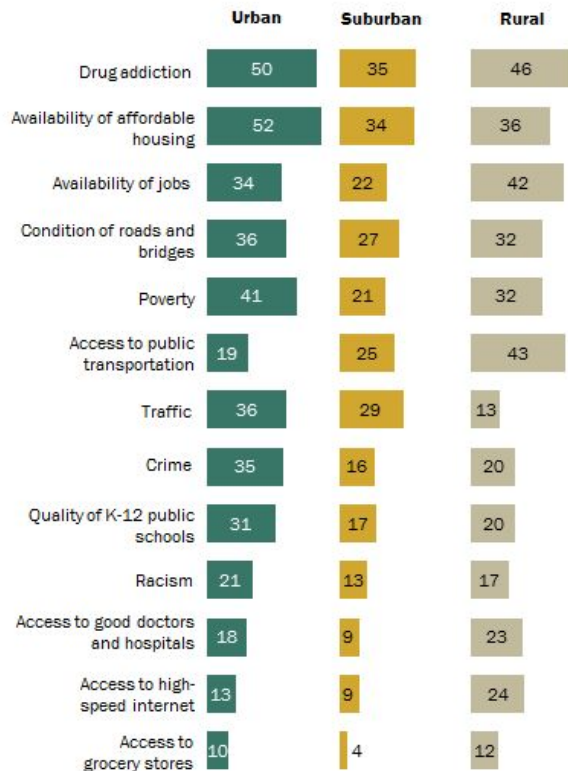
Note: Whites include only non-Hispanics. Nonwhites include Hispanics.

Source: Survey of U.S. adults conducted Feb. 26-March 11, 2018.

"What Unites and Divides Urban, Suburban and Rural Communities"

Drug addiction is seen as a pressing problem in urban and rural communities

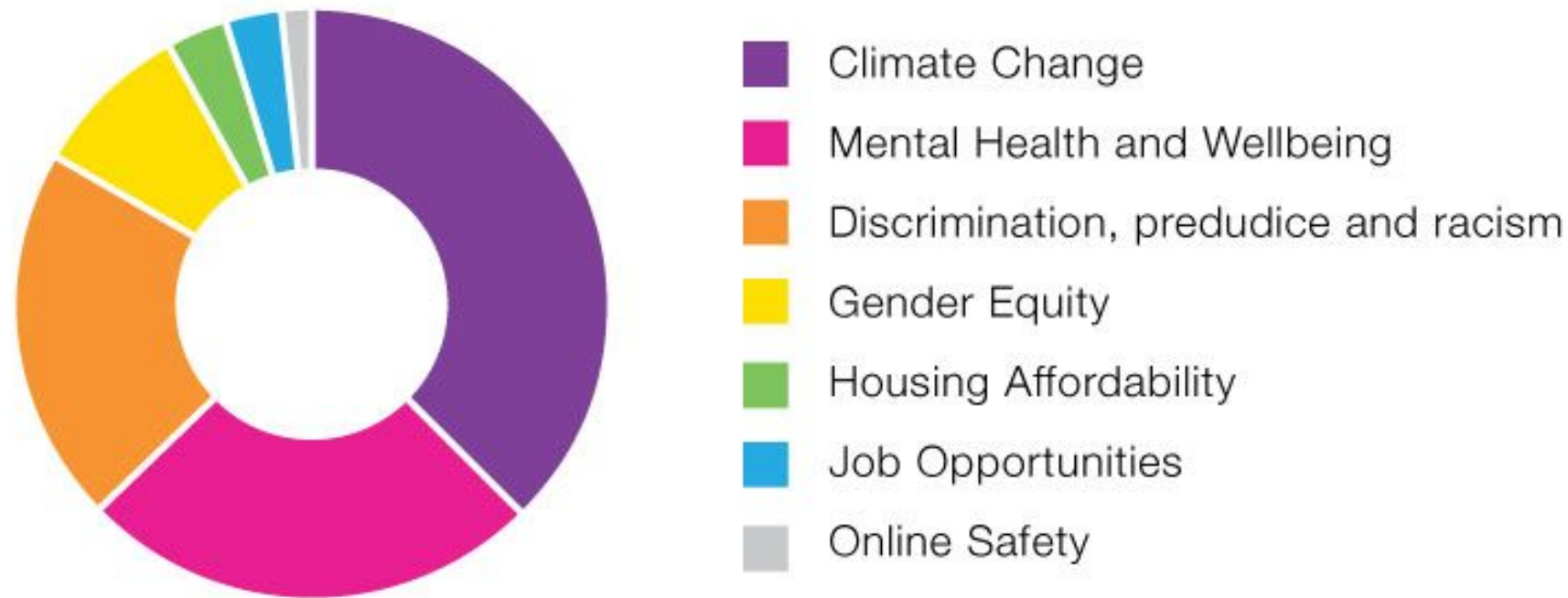
% saying each is a major problem in their local community, by type



Source: Survey of U.S. adults conducted Feb. 26-March 11, 2018.

"What Unites and Divides Urban, Suburban and Rural Communities"

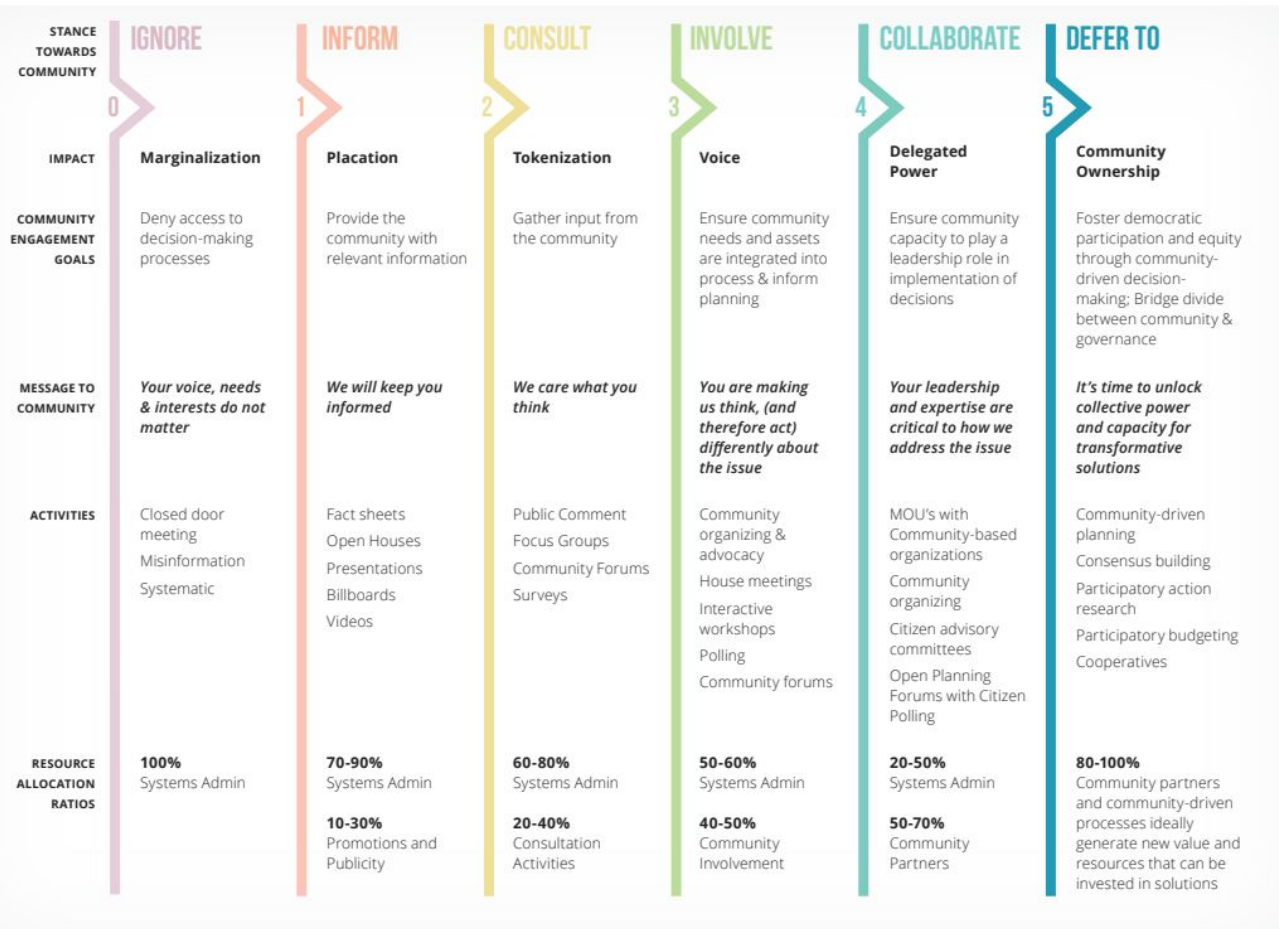
If you could create change in one of the following areas, which would you consider most important?





- Tangible Assets
- People
- Events
- Culture, Traditions, History
- Public Services

THE SPECTRUM OF COMMUNITY ENGAGEMENT TO OWNERSHIP



Question	Orientation	Description
Time	Past	We focus on the past (the time before now), and on preserving and maintaining traditional teachings and beliefs.
	Present	We focus on the present (what is now), and on accommodating changes in beliefs and traditions.
	Future	We focus on the future (the time to come), planning ahead, and seeking new ways to replace the old.
Humanity and Natural Environment	Mastery	We can and should exercise total control over the forces of, and in, nature and the super-natural
	Harmonious	We can and should exercise partial but not total control by living in a balance with the natural forces
	Submissive	We cannot and should not exercise control over natural forces but, rather, are subject to the higher power of these forces.
Relating to other people	Hierarchical ("Lineal")	Emphasis on hierarchical principles and deferring to higher authority or authorities within the group
	As equals ("Collateral")	Emphasis on consensus within the extended group of equals
	Individualistic	Emphasis on the individual or individual families within the group who make decisions independently from others
Motive for behaving	Being	Our motivation is internal, emphasising activity valued by our self but not necessarily by others in the group
	Being-in-becoming	Motivation is to develop and grow in abilities which are valued by us, although not necessarily by others
	Achievement ("Doing")	Our motivation is external to us, emphasising activity that is both valued by ourselves and is approved by others in our group.

Values Orientation Method

What are your/your organization's orientations to:

- Time?
- Human-environment relationships?
- Human-human relationships?
- Motivation?



technical and design
language

culture specific
language

compromise

respect






patience

intention

regional, national and
social differences

person first language

avoid assumptions

	 FRODO	 SAM	 GANDALF	 ARAGORN	 ELROND
Decide on what to do with ring	C	I	A	C	R
Create Fellowship	R	C	A	C	R
Get the ring to Mount Doom	R	C	A	C	I
Distract and defeat enemies	I	R	C	R	I

BIGGEST THINGS:

- Be additive, NOT repetitive.

BIGGEST THINGS:

- Be additive, NOT repetitive.
- To be additive, you must understand who **all stakeholders are**, what their **community assets** and **challenges are**, and what **their concerns are**.

BIGGEST THINGS:

- Be additive, NOT repetitive.
- To be additive, you must understand who **all stakeholders are**, what their **community assets** and **challenges are**, and what **their concerns are**.
- Listen, listen, listen!!