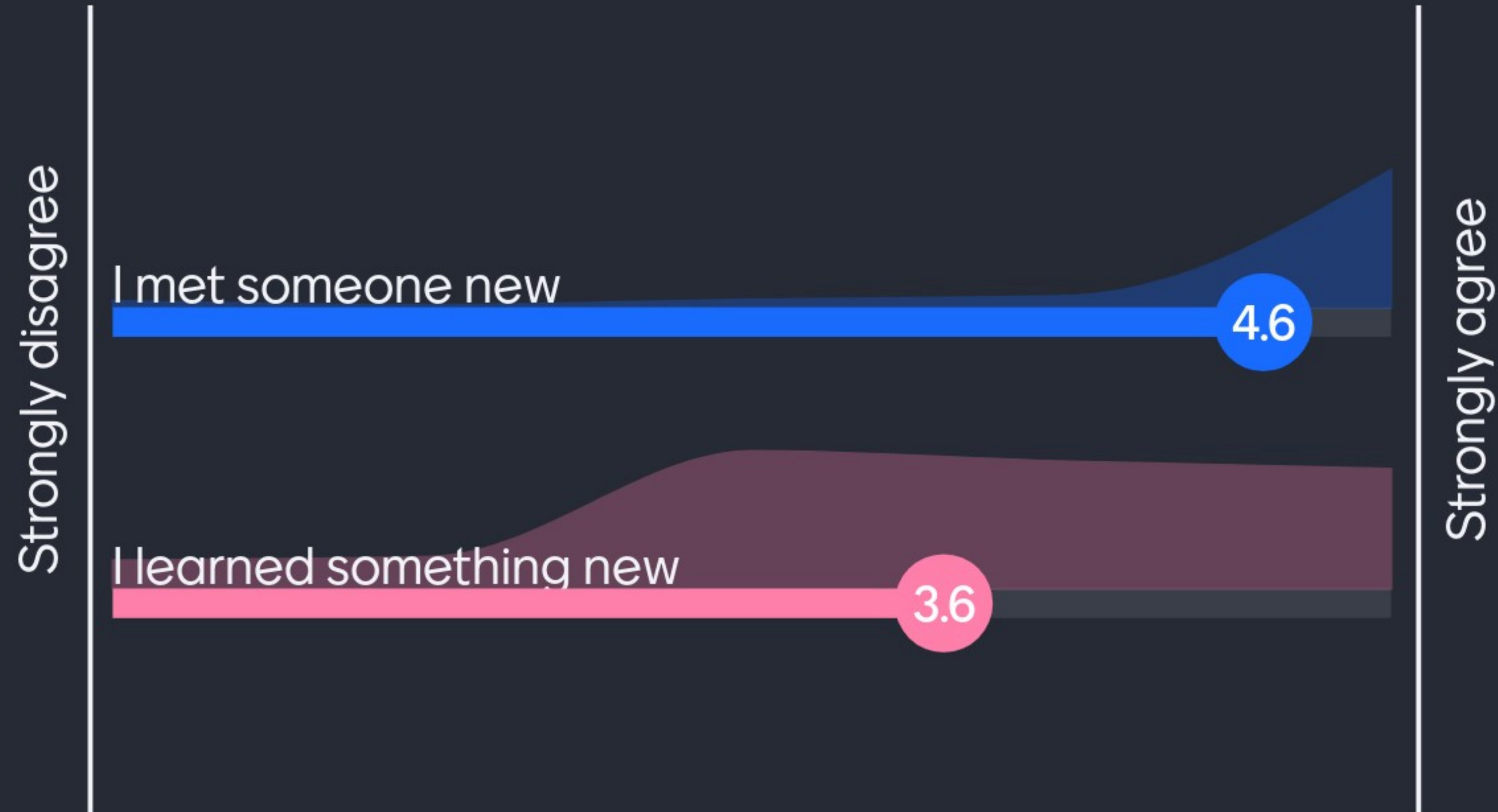


Networking & connecting -- feedback on these two questions:



What first thoughts did you have from the key note and your interactions?

Land access and climate justice

Collaboration

as a group we are more professional

A lot more April babies than I expected.

I apologize, but I missed this experience.

I am surprised how different people from across New England are often working on similar projects.

Strong interest in funding and in learning from each other.

people's desire to connect with local native american groups

Not enough time in breakouts

What first thoughts did you have from the key note and your interactions?

I don't understand the question!

I was late and missed that

Interconnecting landscapes for wildlife to move.

How we each represent multiple interests that often overlap.

Regional Collaboration

?

Conservation and environmental justice

Conservation and trust

As someone working in a (almost) built-out, very pricey suburb, so far my experience seems to differ pretty significantly from that of others I have met.

What first thoughts did you have from the key note and your interactions?

Getting to know new people!

Lots of LEADERS in regional conservation.

There is very sophisticated conservation work being done!

I love that we all are thinking about the same ideas all the way from landowners to federal people.

Landscape connectivity and working with indigenous tribes

Land trust and integration of indigenous people

Challenges and opportunities for connecting networks of networks across the NE

Willingness to connect and collaborate

Actually, it was the variety of work, projects, and approach of different organizations for conservation

What first thoughts did you have from the key note and your interactions?

As someone working in a (largely) built-out, very pricey suburb, my concerns only overlap a bit with those of others at this conference ... so far.

Dr. Neenah's insistence that we revisit the structures of how we interact

Relationships first! Don't be afraid to make mistakes; just try and keep trying.

This is hard slow work, slow down.

-slow down in order to create time to build relationships -
being at the table isn't enough, those at the table need to have a say-all justices are intersectional, you can't solve one without considering others

Chris's story about his journey to the outdoors will stay with me forever.

That all injustices are interconnected

What is one idea or thought you shared in your discussion that you want to hang on to and think about more?

multi-use conservation

Reconcile socially constructed conflicts

addressing green gentrification

Green gentrification

It's not enough to listen, but also have to act.

how to find creative ways to reach out to new audiences

Examining federal/state conservation grants to ID barriers to landback

Look for success stories that we can learn from.

How do we recognize and lift up true experts of loved experiences?

What is one idea or thought you shared in your discussion that you want to hang on to and think about more?

Centering or focusing on relationship building

Social equity mapping (similar to ecological assessment mapping)

Thinking about sacrifice- what are people truly willing to give up in their "professional commitment" to land justice

How to authentically meet people/communities where they're at

Don't engage if you're not going to act - be ready to learn & make changes.

Build a table together rather than inviting folks to your table

green gentrification

revisiting the ways we interact

Land Back - how are conservation organizations doing this successfully?

What is one idea or thought you shared in your discussion that you want to hang on to and think about more?

how we label and define spaces

We are not experts. We need to learn and do what we can.

Naming of land to reflect indigenous history

Connect with people in places that have been discounted. If we don't value a type of land or are we also don't value the people who live there.

Listening to community about conservation priorities

Finding groups to join

Balancing the urgency of climate work, with need to slow down for genuine connection

how to make job listings inclusive, welcoming, & less exclusive

How we keep the pace with the needs of our communities while slowing down to make the relationships?

What is one idea or thought you shared in your discussion that you want to hang on to and think about more?

Different ways to represent community and people in conservation focused maps (and initiatives)

Changing the way grant funders think about expected deliverables and report on methods to reflect a "slower" process of engagement.

"Who is your neighbor - think about how we define our neighbors."

The funding cycle straightjacket

Coordinating with town social services to get marginalized groups out to preserves

How to make the connection between conservation work and the future of humanity

Is our public engagement effective?

Youth coming to greenspaces

power, who is at the table, decision making

What is one idea or thought you shared in your discussion that you want to hang on to and think about more?

relationship building

How to raise awareness and values across cultural and geographical barriers

Tapping into business and industry climate commitments to help fund our important climate justice work, land acquisition and climate resiliency!

Go where the people are.

meeting people where they are - figuratively and literally

Integrating health, social and economic outcomes with conservation outcomes

Improving neglected spaces for the people who live there, preventing green gentrification

Look for places to make local change and also systemic, larger changes.

Rare species and habitat restoration within degraded urban habitat to engage urban communities.

What is one idea or thought you shared in your discussion that you want to hang on to and think about more?

nobody should be invited to the table unless you are going to give them equal power

Being vulnerable

Using corporate goals as a means of increasing involvement

Ways to restore land to Native American Communities.

Being intentional about this work. If you want to be an organization that's anti-racist, anti-colonial, anti-patriarchal etc., it requires effort and devotion to learning.

Getting community input that you don't (or don't intend) to act on just creates cynicism. Maybe better not to seek input at all!

What does it look like to do the support work behind the relationship, given that not everyone can or should be directly in relationship with underresourced communities/groups/people?

conservation work is designed to support humanity - I love this quote, Chris!

How to work towards justice even before the opportunity to act presents itself

What is one idea or thought you shared in your discussion that you want to hang on to and think about more?

Changing how we hire in our own organizations to build real long term change

Watershed wide collaborations based on equity and climate justice

Mindset shift to take the time/space to build the table together

the "right way" to do nature - the large extent to which our decisions about balancing land use is based on the interests of those in power

how to incorporate the principle of slowing down within capitalist time structures

need to have a network of women in this field to support each other, also common interest in funding to support capacity development, local leaders

Spectrum of responses to social constructions on the rural to urban difference

Actively reaching out to communities

how to make inclusion

What is one idea or thought you shared in your discussion that you want to hang on to and think about more?

acknowledge different ways people connect to nature

Listening.

Not entitled to relationships...have to earn trust by showing up genuinely

There is a disconnection between our funders and the time and attention it takes to holistically include these EJ concepts in our work to be successful.

Stop thinking exclusively about including others-- seek groups that are willing to include you.

be willing to hear that your most central tools and values may not be the ones that will ultimately serve marginalized groups

How to shifter bigger organizational norms to embrace work that doesn't fit into the traditional idea of conserving "pristine" nature

Companies like JetBlue and thousands of others have signed on to the Paris Climate Commitment! Net Zero by 2040 In September 2019, Amazon and Global Optimism co-founded The Climate Pledge, a commitment to meet The Paris Agreement's net zero target

Perspectives on the intrinsic rights of critters, the environment, and human communities

What is one idea or thought you shared in your discussion that you want to hang on to and think about more?

Create engaging activities to build relationships

This work takes patience

Hard to include people that are yelling at the group

Be open to the metaphorical "conservation table" to transform into something new, and commit the time, resources, and personal and systemic work necessary to do that.

The tension of engaging with groups and individuals advocating for systemic change while being constrained by the system itself.

limitations of traditional EJ criteria, focusing more directly on local vulnerabilities to hazards (e.g., rentership, low vehicle ownership, age)

listening requires openness to communication styles that may not be what you personally are used to

inclusive planning practices

Take the time to (re)evaluate your assumptions

What is one idea or thought you shared in your discussion that you want to hang on to and think about more?

We talked about the ideas raised by our keynotes, not everyone thinks about the outdoors, recreation, and leisure time the same as we do!

Think about different ways people interact with nature

Are the people who show up in community meetings truly representative of their communities or are there filters that may exclude some portions of EJ communities entirely?

How one person recognizing and taking a step locally and then asking a larger entity to do the same can make a difference (Ex: a local school asking Razor's edge to add options beyond male/female was successful in their universal product).

Explore opportunities in the "degraded spaces" that are not our typical forte. How can we work together in people's backyards, not just inviting "them" out to "natural" exurban spaces

That there is no entitlement when it comes to trust, trust must be nurtured, earned.

Technology is what got us here. Hard to accept that technology will science us out of the destruction of the ecosystem..

That if we're not the decisionmaker in our own agency, how strategically we work with those standing in our way might be as important as how we work w/the communities we wish to serve if we're to make progress with/for the latter.

THROW OUT THE TABLE!!

What is one idea or thought you shared in your discussion that you want to hang on to and think about more?

Thinking about how to work across state barriers better

What does "natural resources" really mean ?

Let go of timelines and agendas

Be intentional about building new relationships, and make time to show up

Be comfortable with discomfort.

How to balance urgency of climate and conservation crises with importance of years of relationship building

How are we ACTUALLY getting community feedback... especially if our crew of closest community partners hasn't changed much in a decade+

When working with a new group of people, don't forget your passion. Remember why you got into conservation and work from that love and try to work within that passion.

Appreciation of sustenance. How connection to the land is important to one's health.

What is one idea or thought you shared in your discussion that you want to hang on to and think about more?

Slow down

How best to lay the groundwork for the whole organization to adjust to a new way of relationship building.

start expanding your network and give yourself permission to be uncomfortable and make mistakes

building effective advisory groups

Quantity versus quality relationships

Be comfortable with discomfort.

Relationships take time and trust.

create the spaces for people to come together

valuing the time it takes and getting off the treadmill of meeting externally imposed timelines

What is one idea or thought you shared in your discussion that you want to hang on to and think about more?

authenticity, taking time

How do we balance accelerating the pace of conservation with the reality that relationships take time to build?

Work on something you are passionate about and share that with the new people you are working with.

Challenges with staff turnover and ability to maintain partnerships

Relationships are extractive. That's what makes them relationships.

This seems obvious, but recruitment of different underserved groups requires pretty different strategies. The systems of oppression overlap but the direct paths to healing/building can look different

How to promote visits/field trips where we share places that are important to each other and share what is important about them

Go to communities where you don't spend a lot of time

Sometimes, there are oppositions within one's organization. Understand and appreciate.

What is one idea or thought you shared in your discussion that you want to hang on to and think about more?

We have the tools, use them and don't be afraid to mess up.
It's ok to be raggedy!

Feeding people while working on community projects

language and vocabulary is frequently misunderstood and misinterpreted.

Other land conservation groups are considering tribal needs. That is good to hear.

With the reality of having honest different interpretations of one set of facts due to different experiences and histories, even within indigenous communities, how can facilitation of communication be done in ways that are respectful to all?

Find ways we are the same rather than differences

What themes stood out for you from the two relationship examples?

Throw out the table

Throw out the table!!! Thanks Andre

Don't be extractive. Take time

Slow down

openness and a willingness to make mistakes and learn from them

trust building

Get out of the room and into the forest to have conversations!

Be humble!

We are all human & relationships take time

What themes stood out for you from the two relationship examples?

Staying humble and learning to listen

Slow down, get to know people, have a meal, no agenda

Patience

Connecting with time, space, and food to get to know each other

Walk in the woods

It's hard work but start now and build connection

Slow down!

Pancake breakfast before building the greenhouse

The starting point for understanding where various groups start with

What themes stood out for you from the two relationship examples?

respect and reparations go hand in hand

Reciprocity

Patience, patience, patience. Learn as much as you can before you start, but start anyway, expect to make mistakes, and don't give up!

vulnerability and humility

If you want to work with different groups of people, "make new friends!"

Never going to feel completely ready -- embark on the journey!

Spending time with the community actively building (multiple) relationships

It takes time

They take time, an open heart and an open ear.

What themes stood out for you from the two relationship examples?

throwing out the table! slow down and form relationships

Community needs and relationships over goals

Throw out the table...You are going to make mistakes...

don't come to a community with a project in mind, let the community lead and co-develop when needed

Throw out the table, go to the group or individual without a rigid agenda
Build the trust both ways for a good relationship

Starting small and taking time

Be ready to fail, but focus on the relationship

Terminology is important

We're all just people. People have to get to know each other.

What themes stood out for you from the two relationship examples?

Pancakes first! Walk in the woods first!

Taking time to listen and learn, know mistakes will happen.
Learn how to own mistakes.

Be students of history.

critical thinking - question what lens/viewpoint you are
receiving information from. Unlearn!

Patients

Come in informed, but know that you'll still have so much to
learn

Be ok with uncomfortable.

TAKE A WALK - go meet folks and get to know each other
deeper; recognize the history of where we are, who we are
and our purpose

Challenge yourself to think outside the box. Who can I reach
out to in order to build new relationships?

What themes stood out for you from the two relationship examples?

Fully-staffed organizations need to show up in service to community led volunteer organizations

I'm reflecting on my personal network, and how that affects my professional network

How much our lives are enriched by others, especially from different backgrounds. And how we can help each other by sharing what we know.

Share time outside in nature

pass the mic

Pancake breakfast (build community) before doing. Your daughter or son are not a commodity (vs Natural Resources). Trees and animals are our relatives.

Connecting more directly to people facing EJ/justice issues, rather than searching for a type of person based on EJ data indicators/metric

Focus on building trust and not being eager to have clean results/metrics to show for grants.

being open, being able to deal with discomfort, knowing we all have the capacity to contribute to change

What themes stood out for you from the two relationship examples?

ask yourself: why am I talking? why am I not talking?

Need to accept and move with the mistakes I make.

It's about relationship building, but funders don't necessarily recognize that.

Land/ nature are relatives: the need to move away from an extractive idea of land.

Don't worry about problems . Work through them.

Be aware of cultural differences around time and communication

I was inspired by the chat also. Can we ask Highstead or a group of partners to host future discussions? Book club, storytelling?

i will need to think more about the dynamic of the very personal nature of relationships and how that works in an organizational activity. i think the dynamic is my organization giving permission to persons to connect

Minorities are not monoliths, learn the internal nuances.

What themes stood out for you from the two relationship examples?

We as people want to be in good relationships with each other

Reciprocity

Take the time to learn the full history of the land,

reorient: what is the focus of the land we are conserving?
what is our intention?

Walking in the woods is so important to help each other learn more about our work and how we can coordinate, collaborate and support each other!

Building relationships through spending time outside and taking walks - this seems like a start to relationship-building that many of us can feel comfortable with

Take the time, it's yours.

Natural resource name/conceptHard to locate other groups in Southern VT
Other connections : Assigning people/groups to take action in the Plan

be comfortable with discomfort.

What themes stood out for you from the two relationship examples?

?

"Politics" of indigenous politics are not something we can easily understand, need to stay out of, but need to attend to

Keep reaching out to folks, and hang in there when you don't get a response in the short term.

Anadromous species, sustenance (land use access)

for EJ - do what you do but broaden your geography or the people you work with

do fewer things better

embrace intersectionality of issues

How might you begin to build potential new relationships, or deepen current relationships that you have started?

Make the time. Take the time.

move away from the laptop!

Taking a walk. Bring people to neutral ground, out in nature

Keep showing up ListenDo what is asked of me

Get off zoom and spend time outside/in communities!!

Set intention and make time to show up

prioritize people over projects

Show up but go slow

Rethink your agenda, focus less on outcomes

How might you begin to build potential new relationships, or deepen current relationships that you have started?

Build relationships. And don't be so eager to take photos of your relationships and post them on social media. Just have the relationships.

Go to where people gather

Spend more real in person time with people

Be ok with being uncomfortable

know your passion... find others with the same passion

make new friends

Assume best intentions. Keep lines of communication open.

Spend time getting to know each other personally

?

How might you begin to build potential new relationships, or deepen current relationships that you have started?

Reach out, attend their meetings and listen, set up coffee time!

Get these books in our local library

Make time and rethink everything

Be clear with self and others about intentions.

Volunteer with new groups that might be outside your comfort zone.

Prioritize relationships over projects

Have more informal meetings (the pancakes and wood walks! vs a zoom meeting)

Try something new.

Don't despair.

How might you begin to build potential new relationships, or deepen current relationships that you have started?

Get over your hesitation and start a conversation.

Keep building what you have and don't shy away from new ones.

Learn from your mistakes and the mistakes of others to DO BETTER

recognize that relationships exist outside of 5 days a week, 9 to 5

the importance of organizational support, for the longevity and depth of relationships

Get out of your comfort zone - put yourself out there

Spend time on the relationship itself

Remembering that you don't not have a right to enter these communities. It requires trust and listening to the community and their needs, because they know they're community better than you.

Create an engagement plan over time not just an event

How might you begin to build potential new relationships, or deepen current relationships that you have started?

don't reinvent the wheel, join what is already established

Connect with people where they are.

Find new funding streams to support the people coming to build the relationship

prioritizing different ways to connect, on different terms

Do your homework (book group, anyone?)

We brainstormed the idea of partnering with BIPOC communities in our geographic area, such as having students from Portland, ME go visit the Kittery Land Trust land or the farm they recently purchased.

Be ok with making mistakes. Learn how to repair relationships.

Really think through your motivation and how to you do as little harm as possible.

Reach out and start a conversation

How might you begin to build potential new relationships, or deepen current relationships that you have started?

Go to where they are at first. Listen to what their needs are.

Ask questions

Ditto on "Get over your hesitation and start a conversation."
This resonates with me.

Create capacity for organizations that are doing great work

support, join, amplify BIPOC led work and organizations.

if you must have "project", give yourself a new "make a new acquaintance/friend each week" type of goals.

Use your own time if you have to. That's what someone in the other group might have to do.

Go with the flow.

Offer students "carrots" and exchange opportunities to engage them in the dialogue and the forward momentum

How might you begin to build potential new relationships, or deepen current relationships that you have started?

remember that it takes two - your earnestness alone can't make it happen, so pay attention to the cues you receive

Focus on similarities rather than differences

Stop the need to control, heal, fix, do. Rather...witness, listen, absorb, learn

We were inspired by Doreen's example of driving 10 students to Redding, CT and allowing them to see the plants in a different context, in a meadow instead of in pots in their urban environment.

I focus on sharing and expanding with various committees and organizations I am involved with. Indigenous perspectives are important is what I gather from them engagements.

Be ready to cope with occasional months-long gaps in communication. A small number of people whose "day jobs" are not in conservation can't always respond instantly (to well-funded, professionally staffed, mostly white groups!).

I am excited that one of my tribal colleagues was able to join the gathering today.

Go for walks outdoors together, even though it is cold this time of year!

At a minimum, keep in touch with people I have met at this gathering.

How might you begin to build potential new relationships, or deepen current relationships that you have started?

Take a step back and think about blind spots

I would like to use my colleagues networks at EPA more effectively, including the Environmental Justice program. I have been working with our Tribal Coordinator at EPA Region 1 and it has helped me tremendously.

How might you begin to build potential new relationships, or to deepen current relationships that you have started?



Based on what you heard – what pithy advice would you give yourself or others about a step to take to build more connections in your community?

Host more pancake breakfasts

Make new friends

find the helpers

Give people agency

Do less better :-)

Introduce yourself to others

Put in the time

get out on the ground and talk to people!

Be a connector

Based on what you heard – what pithy advice would you give yourself or others about a step to take to build more connections in your community?

Take the time to have these conversations and listen to folk in the communities.

Be a community amplifier

Come together to ask the questions and produce the knowledge

Build trust...by doing something and by asking questions (and listening)

learn what the needs of the community are from the community, and then amplify their voice to make the changes.

Slow down

Have a pizza party to talk about what concerns us about climate change.

Listen, listen, listen

Get outside of your comfort zone.

Based on what you heard – what pithy advice would you give yourself or others about a step to take to build more connections in your community?

Go to where others are , listen and learn.

Focus on building trust.

Relationships first.

Make new friends

Nothing about us w/o us.

Seek out events / activities involving the people / communities we want to connect with - even if the events/activities seem unrelated - and start listening.

lean into discomfort

Don't wait and use your unpreparedness as an excuse to put this work off

Just start talking to others. That's what we did in Bridgeport and I met Reggy and hired him.

Based on what you heard – what pithy advice would you give yourself or others about a step to take to build more connections in your community?

Communicate, listen Community amplifier, do less better and so many other notes that I took.

Learn about community groups that are active, attend their meetings, listen and establish personal connections.

Don't go it alone - work with existing colleagues who are complementary to build these connections

Move at the speed of trust <3

More in person events and discussions - outdoors!

"working at the speed of trust"

Conservation and community organizing can go hand in hand

Be present

Working at the speed of trust.

Based on what you heard – what pithy advice would you give yourself or others about a step to take to build more connections in your community?

do less better

Meet new people

These are conversations 1000 kids have had!

Engage with people with really bad ideas and steer them away from going down really dark paths(as long as it works with your mental health)

Make uncomfortable calls

Listen more - do less better

Get engaged personally, not just professionally

take the first step and build at the speed of trust

Good for the Barr Foundation for committing funds and THEN require that spending be directed by/flow through community orgs. Often, funders make planning by community orgs. (free work!) a PREcondition for committing funds!

Based on what you heard – what pithy advice would you give yourself or others about a step to take to build more connections in your community?

Ask for help!

Inspiring but perhaps more focused on urban and urban adjacent areas rather than deeply rural and sparse communities? Also, very capacity driven?

Be humble and build bridges!

Hire consultants with professional experience in doing DEIJ work

Attempt to connect to the opposition . It might be educational.

What headline can you share with the Gathering about your own current stories of collaboration for climate justice, land justice and resilience?

Trees Planted: Neighborhood park becomes cool outdoor community center

My partner at this Gathering helped us implement a goal of submitting a USFS grant last week, which will include tribal partners!

Look at what the obstacles are, and the root causes. Origins tell us a lot about our present.

crossing political boundaries

You have to start somewhere/sometime, start today

Don't aim for press headlines...do the work without the performance and publicity

A work in progress

We had marginal success, then fell flat, and will try again.

Who walked before me?

What headline can you share with the Gathering about your own current stories of collaboration for climate justice, land justice and resilience?

Trust must be earned.

We tried something new and learned something .

Go to where time in nature is happening the least

One of my new tribal partners attend today's gathering and was very engaged. I am glad his voice was heard as it is very important and powerful!

Hire DEIJ consultants

Stumbling Over the Diversity Inside Diversity

With the right people and at the right time the moonshots can work

Save Buttonwood Forest ancient Lenape ritual site

Rethink your traditional framework of what "success" looks like to start on the path to serving your communities equitably.

What headline can you share with the Gathering about your own current stories of collaboration for climate justice, land justice and resilience?

Don't do this work because you "have to" do it because you should and it is just

listening to those who have not had a voice, do not have a voice

Trying to get a PE credit for involvement in nature programs

Do what is right

Environmental justice = civil rights. True! But what are the rights of environment?

Engaging with communities in New England to help them protect their drinking water quality, by protecting the land that protects their water supplies, and leveraging innovative sources of funding to do this!

Go

Read the conference chat - tons of good info and ideas

research great models and promote them to our members

What is one step you will take after this Gathering to apply what you have learned from the discussions today?

Talk with others in my organization about what we can do to improve our engagement

I need to make a list of 10 people I want to follow up with/connect with outside of Zoomland

get connected with BIPOC led community organizers and amplify their efforts and follow their lead

Acknowledge your privilege and take accountability.

Be more confident in advocating for slowing down.

Doing my homework

One step out the door and into the woods to walk and think and pause

insist on permission to go slower

Share out the information learned today

What is one step you will take after this Gathering to apply what you have learned from the discussions today?

Be more intentional about the engagement of communities where we work.

Learn more about the real history of the land I work on.

Engage in strategic visioning internally, and share our commitment publicly

explore all the great resources shared!

Go to an event or gathering that you normally wouldn't

talk to new/different people in my community

Build broader planning groups to get more diverse input

expand my group of friends

Increase my understanding and know-how regarding indigenous-led conservation

What is one step you will take after this Gathering to apply what you have learned from the discussions today?

Leave the laptop, meet other communities out in the woods

Get more engaged in local community after moving to a new area.

Focus on intentional priorities instead of opportunistic based on funding

Bring these discussions up with my clients

I will continue to do the work we are doing... I didn't come away with a big idea, I'm came away with reassurance that the work we're doing is in line with the best practices in the field

continue outreach, communicate ... work together today vs still working on this in 70 years

Making new connections in the community

Create better connections, not more

share and discuss information from today -- what is a path forward?

What is one step you will take after this Gathering to apply what you have learned from the discussions today?

Start researching non-traditional events/activities that I can attend to meet people from under-represented communities and start to listen and learn.

Share what's gone on today with others in my organization.

prioritize time to build connections and friends

Ask my partners, how much are you willing to change the way you do things?

I would appreciate a virtual "postcard"/sticky note from the Gathering organizers to remind us at the 30-day/60-day/90-day intervals, saying "how is your implementation going?"

Integrating these concepts into community engagement meetings where there might be resistance to

talk out loud!

Get in contact with Chris.

leaning into uncomfortable discussions

What is one step you will take after this Gathering to apply what you have learned from the discussions today?

Use my notes to share with others what I have learned. Ask more questions and listen more.

Survey us in three months and ask "how is YOUR HOW going?"

Ask questions within my organization

never eat pancakes alone!

Connect connect connect (and share pancakes)

Share some of these ideas and quotes with the board.

co-production of knowledge

Follow up on the private conversations I started with new people I met at this Gathering.

Poll source water collaboratives about interest in climate resilience/justice as a meeting topic. Reach out to local soil & water group.

What is one step you will take after this Gathering to apply what you have learned from the discussions today?

gather registered "pollinator pathways" and "monarch wastations" across my state to see how we can individually and collectively spread the good words and simple steps to expand support to the pollinators and thus our environment ... we are communit

Check my critical thinking about ATV's - maybe my privilege is too strong there?

Pay people from excluded communities for their time.

Take time to actually read some of the recommended reading from gatherings like this!

include these concepts and efforts in our next strategic plan

Create a small conversation group to keep talking about what we discussed and how we are using it

Pancakes!

Sharing this information with others in my organization, and connecting with some people met here today to keep learning.

Adopt a neighborhood