

Diversity, Equity, and Inclusion Discussion Group

for Gathering Waters member land trusts



Thursdays, Feb 29, Mar 14, Mar 28, noon - 1 pm

Whether your land trust is already working to expand the ways you engage and partner with broader segments of your community, or you are curious about where to begin, you are welcome to join the discussion! [Please register in advance.](#)

[LTA's new Framework and Resources for Change](#) will serve as the basis for our collective exploration. The Framework is designed especially for land trusts and includes readings, videos, and questions to help you reflect and identify actions you can take.

We'll start with three sessions, meeting every other week, and then see what an ongoing discussion might look like to support one another on our DEI journeys. Gathering Waters staff Meg Domroese and Rhianon Morgan will convene discussion. Please contact info@gatheringwaters.org with any questions.

Please note:

- In our discussions we will use materials in the Individual Journey outlined in the Framework. You can mark your progress if you are logged into the Resource Center. **If you don't already have an account, we encourage you to [set one up](#).** Everyone affiliated with a member organization of the Land Trust Alliance has full privileges to access resources on the site; however, you do not have to be an LTA member to access the Framework and Resources for Change.
- You will want to be able to access these materials online during our discussions.
- There will be pre-reading before the series, and homework between sessions, including articles and videos. These are generally not long, and our meetings are scheduled every two weeks to give you time to fit these in on your own time.
- Each session we'll have a * drawing for a book * to encourage continued learning.
- You are welcome to bring your lunch. Eating with video on is allowed!

Session and Reading Outline

Suggested Pre-Reading

- Before Session 1, in the [Framework and Resources for Change Toolkit](#) (see the headings in the left column to navigate), read "Welcome" and "How to use the Framework."
- We also suggest you read "Start your Individual Journey" and do the "Check-in."

These are short readings and offer context for using the Toolkit.

(Continue on next page for Session outline)

Session 1, Thursday, February 29

- Welcome and introductions, including participant interests and expectations
- Confirming access and navigation of the Framework
- Initial reflections on the pre-reading and check-in
- Read the first-person account “Read and reflect” and discuss

Homework: Watch/listen to the [“Resources for change”](#)

Session 2, Thursday, March 14

- Brief group check in
- Discuss responses to the Resources for change (see homework above) and planned actions
- Queue up the next session and homework

Homework: Read the [Mindfulness and Emotional Intelligence](#) Story and related Resources for change

Session 3, Thursday, March 28

- Brief group check in
- Discuss the readings and planned actions
- Talk about what’s next for the discussion group