



Appalachian Trail Landscape Partnership

Inclusion, Diversity, Equity, and Justice in A.T. Conservation

Part 2 of the 2021 ATLP Annual Event

March 30, 2021

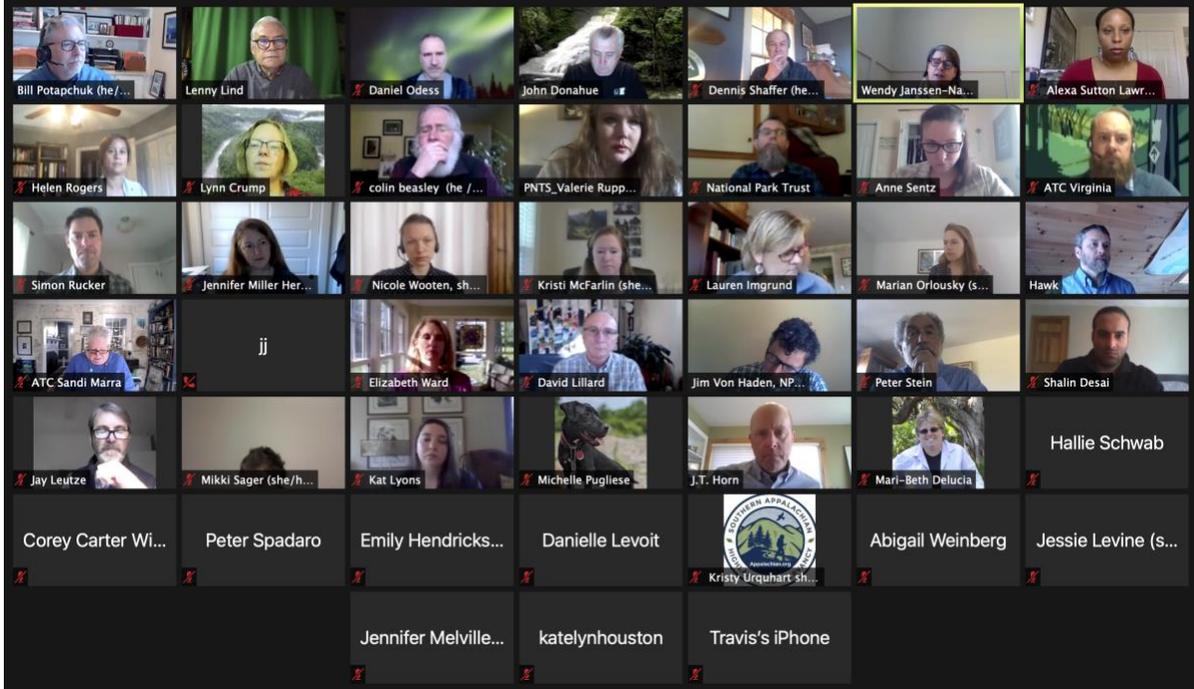
Online – Zoom+Covision

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Screenshots

Taken at 9:06a 3/30/21



Round One - The Past

Faulkner famously said, "The past isn't dead. It isn't even past." What are some of the ways in which this shows up in our work, especially around land conservation in the United States? Where does it show up in your work?

PARTICIPANT INPUT

- 001 Legacy of red-lining
Place names
- 002 What are we protecting it from???
- 003 An assumption that open space and wild places have the same meaning for everyone.
- 004 It shows up even when we don't know it's there as we just learned.
- 005 Do people really know what the names of parks mean, e.g. Shenandoah, Potomac, -- do we connect with the native american history.
- 006 Orientation towards/centering Western science over TEK/multiple ways of knowing
- 007 We are all here because we acknowledge that there is not equal access to what we value.
- 008 Relying on donor's will to inform current grantmaking priorities
- 009 Need to help the public and ourselves really understand the places we live.
- 010 Landownership is still mostly in white hands. Doing conservation work means dealing current (white) landowners.
- 011 I never worked on a conservation easement with a non-white landowner, while being surrounded by African-American and Gullah communities -- the loss of these communities is very apparent.
- 012 Systemic racism still exists
- 013 A lot of ecology is about trying to recover or treat a landscape based on how it had been managed in the past
- 014 Need more knowledge, research on eastern tribes to help with land conservation.
- 015 Who are we protecting this land from? How have we arrived at this separation of human and nature?

Why did we not have this as part of our history? Not surprising to someone who is not white!

Non-whites have to wait for whites to be educated.
- 016 The Appalachian Trail is not removed from the world. There are competing challenges for people who seek to escape from society vs. dealing with our communal challenges.

- 017 Private property rights is a huge issue in VA - results of previous "takings" of land - Shenandoah for example - and independence of agriculture in VA - southern VA had a large number of non-white land owners - scenic river with only 2% public access.
Links to ancestral tribes can be found in names of rivers through the state.
Yet the rivers are restricted, people can be arrested for being on the river. Most are white owners along the river bringing charges. State law is that all rivers are property of state.
- 018 How do you decide to what point you are bringing it back? To what point in time, to what culture? What is "primitive?" How far back...systems change on their own, as well as through our actions.
- 019 Urban redlining and tree inequities informing urban tree efforts today
- 020 Working on "untold stories" to improve interpretation in our public spaces and land conservation strategies.
- 021 Land rights issues and residual concepts of ownership.
- 022 Cultural concepts of ownership.
- 023 Preserving outdoor space for all. To purposefully promote diversity and inclusiveness on the trail and all outdoor spaces for perpetuity.
- 024 How long does "past" last? How far does "history" go back? We tell stories about land all the time, but whose stories are we telling?
- 025 Even for New Englanders (northerners) there are many ties to slavery - economic, cultural. Assumptions that it was not a New England (northern) phenomenon is ill-informed.
- 026 Growth of BIPOC access to the outdoors organizations as way to increase community connection to the outdoors and create more inclusive and equitable outdoor spaces
- 027 We traditionally have told stories about geologic time (very little about earlier people) and then there is a big gap, and then we take it up again with colonial history.
- 028 putting up signs to recognize ancestral lands can be a powerful and simple action
- 029 Tribal land repatriation
- 030 Legal entities need to work through heirs property issues
- 031 Sadness not interesting to have to be on this learning curve.
Reflecting on Leave No Trace issues are even influenced by our past history -- or should be!
- 032 Tend to view some cultures as just historical and not contemporary but they are still here.
- 033 Faulkner's quote can be interpreted to mean that the racial divisions of America's past are still very much with us today. On the A.T., conversations still take place about who belongs/has a right to be on the trail. Work needs to be done to fully realize that the A.T. is for everyone and everyone should feel at home.
- 034 This education is causing me to look at how the A.T. evolved from a trail through existing lands until 1968 National Trails Act and we began to acquire and create boundaries around it.

- Is there an opportunity to re-wild the land and bring it back to its original use and experience.
- 035 Finding balance between the current system of landownership and legal/economic structures while having a bridge to a more just future.
- 036 In the East we forget about Native Americans, because there is not as much physical presence and reminders.
- 037 Reticent attitudes are still so pervasive and resistant to these conversations. Plantation culture in some ways is still very much alive. Many people have a deep understanding and love of *a* period of history, but lack understanding about other parts of history.
- 038 Need to rethink protection strategies to equitably support BIPOC communities. What new approaches and tools need to be developed? Can we use existing mechanisms (that led to inequities in first place) to dismantle racism in our field?
- 039 "Access" as defined by free/no cost leaves out many other aspects that make a place welcoming, or not.
- 040 Land trust/conservation movement predominantly white; embodies white dominant culture
- 041 Let's get people to start asking questions about the names of the places on the trail and the sites that exist. More interpretation. We shouldn't just say nothing even though we are trying to protect them from looting.
- 042
1. Lands that were formerly where black/brown people lived are used as dumps or undesirable land by white people in power and the environmental impacts make it hard to "conserve" this kind of land as open space.
 2. Environmental orgs opposing outcomes because they think it is the right thing to do: fees in certain areas but not others particularly ones close to urban areas. Makes degradation of the park a certainty when it is free.
 3. Forever wild conservation excluding native cultural practices.
 4. Talking about/protecting the historical nature of the A.T. and volunteer experience but not talking about native history or culture.
- 043 Consideration of 30 by 30 - how does this perspective influence it and the process of "protecting lands." What had been public access is being lost as suburbia is spread out.
- 044 Still arguing about people vs. nature
- 045 What is the request of non-whites at this point in the process? What do you do with the accumulation of history? Do we upend the cart and start again? Education is important, but how do we address what is happening now? How
- 046 Two immediate thoughts; we try to preserve land in as original state or in a past cultural landscape as possible.
- Second thought is that sometimes past attitudes and outlooks can be obstacles, i.e. "that's the way it always was" (in the individual, cultural or community outlook)
- 047
- Our notion of wilderness as a place where "no one lives"
 - Notion of land as a commodity that can be owned / property rights

- Notion of private property
- Even public lands have a history of dispossession
- AT designations of land - are we attempting to define the future?
- In AT context, when we look at maps and plan land protection, we use a biodiversity/vulnerability filter, but we don't actually talk with the people who live on those lands or who have been removed from those lands - this ends up perpetuating a system that has fundamental problems.
- Tension between prioritizing for biodiversity and prioritizing for justice and cultural conservation.
- Science drives how conservationists look at lands...

048 Learned that land owned by tribes is not eligible for certain grant funds. Fix through next farm bill. Federal Forest Legacy program.

Need to expand grant programs to new grantees, tribal non-profits, and restrictions that are placed on grant funds. Build in more flexibility to expand work.

Great resources - Indian land tenure foundation, Indian land capital- help tribes put together financial resources to acquire lands.

Map all tribal reservations along the Trail landscape - overlap.

Land condemnation -

Mt Grace example - water authority example, interesting to understand where public services displaced traditional use, local communities.

LTA and Forest History Society creating curriculum

049 Distinct legacy of redlining leading to poverty, low health standards, low incomes, very visible in the city where we live. Access issues with the trail system, place names that are egregious and need to be renamed. Not seeing the diversity of perspectives within partnerships. Telling the deeper story of the land throughout our work. Have to dig deep to find out the history of the land, it takes a lot of work and research to really find the history of the land we're trying to protect. Examining our own structure to reflect where we want to go.

050 Leave no trace ethics are a very specific set of practices -- are these inclusive? what culture(s) do these reflect, or not?

051 My community is 91.7 percent white. The people who have power often ignore the voices of the unhoused in my community. Recently they were asked to leave a public space.

052 -Conservation Fund; Dual mission of economic development as well as conservation. Purchase of 110K acres; creation a national wildlife refuge. Address economic and inequity needs. Work with low-income communities of color. Wilderness is a source of fear for these communities. Segregation of parks and protected spaces.

Blue Ridge Conservancy; Works predominantly with older, white communities. Histories of the families on the land; desire to conserve the land as a part of family heritage. The only black landowner with who the conservancy has worked desired to conserve the land for the

same reasons. Because it was a historic African American owned- farm, delayed development.

The notion that people of color are not allowed to own land; prevalent and discriminatory. People of color have been the stewards of land for years and years.

The conservation movement is rooted in Western science and not indigenous knowledge. The Nature Conservancy's climate resilience map.

- 053 There was also an experience I had recently in which someone had spray painted KKK on the pavement near a stop sign. This road is next to the Appalachian Trail section that I maintain. I would never want to bring any of my African American friends out there to see this! There were also at least three Confederate Flags on my way there.
- 054 The speaker today created a real nexus between what we all see as our mission and the history of attempts to separate people. We need to create context for the groups we hope will join us just as the presenter did today. Clearly groups that are still present and groups that have been relocated but continue to regard lands as their homeland all need to be at the table. We need to ask them how they see the future unfolding.

Round Two - Action Planning

1) What ideas do you have for equity focused actions that might be implemented by the ATLP and its partners?

PARTICIPANT INPUT

- 001 ATC must fund positions to provide regional support for ATLP partners, just as it provides regional support for traditional conservation
- 002 AT map with native tribes
- 003 Education and conversation is the first step, and we need to acknowledge that we are doing that.
- 004 1) Research to tell the untold stories of the land for future interpretation
2) Intentional expansion of the partnership - encouraging inclusivity within existing partner organization and building authentic partnerships with new minority lead organizations.
- 005 Map of AT with native tribes. Who should be involved in producing and approving that map?
- 006 We need to figure out how to sustain the energy of this moment (since last May) and build from that.
- 007 Blow up the system- change our way of doing everything
- 008 "Representation" of biodiversity and habitat would bring us to places where people live because rare habitats are rare because they are developed. Can we identify those communities and go deep in restoration and "protection" in ways that work for the community. Who does this mapping/identification?
- 009 Engage with community groups, even ones focused on things that don't seem closely related to "our purpose".
- 010 Make a plan for how to take action and educate ourselves simultaneously
- 011 Be willing to let some people go from the movement or our organizations if they are holding us back from making progress we need to make (bravery).
- 012 Two similar ideas in the group - enlarging the table to include other groups and not inviting groups to "our" table but finding a path to meet on an even field (maybe the collaborative model)
- 013 What would tribal rematriation and/or co-management look like in the AT context?
- 014 Are we willing to think about EJ communities along the AT? Let's start by identifying them and understand how the AT can support rectifying their needs?
- 015 Challenge the notion of "the A.T. Experience" as an originalist notion by a predominantly white and empowered group of users and managers.
- 016 Go out deliberately to partners to ask them to bring us new projects and partnerships--and figure out how to fund and support these.

- 017 Cast the questions differently: who else is trying to make the world a better place, and where can we find common ground, and support the work that they are doing?
- 018 - go slow and keep learning for lasting partnerships
 - build partnerships where people and organizations are: "go to them"
 - how do we build "one community"?
 - External review of institutionalized priorities, systems, and methods of land protection
 - Open up our shared priorities "we don't do that"..
- 019 Incorporate equity as a formal piece of our organizations' mission, vision and goals statements. This expands our ability to spend our time and funds to further shared equity goals, through prioritizing land to protect and participating in other organizations efforts.
- 020 How can ATLP center communities who are traditionally marginalized and work in mutually beneficial ways to amplify and support their work? (E.g. existing POC-led climate justice groups setting goals, and methods of achieving them, that ATLP can adopt) How can ATLP aim to be systemically equity-focused?
 Is ATLP is actively trying to provide an opportunity to build an equitable system from scratch, even if certain groups are constrained by pre-existing systems?
- 021 Review grant processes -- who gets funding/support from ATC? What are the barriers?
 Establish a set of equity recommendations for ATLP partners, including hiring, grantmaking, historical learning, etc.
 Provide ongoing learning/training opportunities like this one
 Land acknowledgements
 Historical signposting for the AT to help visitors learn about the African American and Native history of places
 Reconsider place names; better understand their history and (when in Native languages) their meanings
 Identify opportunities to support equity-related legislation in different states
- 022 How about a native lands working group? To learn from each other on how to do these transactions well? (who gets to decide? how do this legal work with tribal groups) What about groups volunteering to do pro bono work for tribes looking to acquire land. Denis says he could see creating a "Tribal advisory group".
- 023 Local connections- people might not care about the AT but it goes through local parks which might be a better connection for folks
- 024 Invite Native American individuals and tribal representatives to engage in the ATLP, and in decision-making about the landscape and it's conservation more broadly.
- 025 Is a recreation trail consistent with the needs of communities along the corridor or tribes whose land this is? Can we broaden the acceptable activities?
- 026 Don't invite people to the table- go to their table

- 027 Reframe the question, e.g., not "what land should we protect?" but "what should we as a community-based organization be doing to...(alleviate suffering, improve people's lives right now, improve food security, etc. using our skills/knowledge around land--and engaging others' knowledge and skills in new ways?)
- 028 Need to be more thoughtful and deliberate about engagement with a diversity of groups and individuals.
- 029 Consider questions on the spectrum of land rematriation--co-management--redefined relationships with tribal entities.
- 030 - IDEAS committee, listening sessions
- Struggling with: not having the relationships yet to even have the first conversation. We don't have reciprocity yet because we don't even have that first step of relationship.
 - ATLP: what is the right scale? What is one small thing that we can start with? Who isn't part of ATLP now? Is it ATLP that engages - or is it one of the partners - or is it staff at ATC? Challenging the breadth of the partnership to do this. Calibration of how we can bring in equitable practices without culture challenges. EG - organization goal is x amount of land acquisition as opposed to build x amount of relationship. What counts as success? Looking at KPI and numbers vs how we build out the relationships.
 - Models of other organizations sharing good examples (SAWS, SAHC),
 - ATLP role to amplify and lift those in the landscape that are doing great work (first light journey in ME).
 -
- 031 Understand who our partners are and what their interests are within the Trail landscape. Where are active reservations?
- Start conversation early. Engage early. Avoid alienation. Appreciate pace to sustain partnerships and effort.
- Bring in leaders who are part of the communities we want to engage. Authentic.
- 032 Explore options for creativity with tribal nations as well as communities along the trail.
- 033 Community outreach, engagement and listening efforts that pay for the process (plus food and child care, etc.) and also provide grant monies to the communities to implement their priority projects.
- 034
1. Internal-facing education within organization to change hiring practices for a more diverse workplace.
 2. Reach out to a BIPOC hiking group and try and do something with them, based on the five principles Alexa listed.
 3. Reach out to communities of color that have been pushed out of Appalachian region.
 4. Give people space to tell their stories of how they relate to a place.
- 035 Working with small parcels is seen as "impractical". This means we work with a very limited set of landowners. Is there something we can do with that.

- 036 Acknowledge past actions that have been done by the ATLP or its partners that could be, even unintentionally, problematic and not rooted in equity and justice.
Be intentional about listening.
Ensuring A.T. Communities have equal access up and down the Trail to the benefits of a protected landscape (equity mapping?)
Emphasizing the benefits of a protected and conserved landscape beyond that of recreation.
Grant dollars that are dedicated to just and equitable land conservation.
- 037 Have a focused conversation, "what do we want AT lands to DO for people? What are these land going to be?" This question expands the idea of who we might work with -- and will require a culture shift that will require creativity and bravery.
- 038 Ensuring that the communities that should be engaged are engaged, represented, and have a voice and potentially even lead the conversation.
- 039 Consider the cultural underpinnings of what we value (e.g., LNT) that lead us into doing the same traditional land protection with the same groups of partners (as before). How do we re-examine some of these cultural constructs to unbind ourselves from the limitations they may create?
- 040 Sharing
Start small
Make connections and weave ideas
"Microdosing" where you learn and do at the same time, but it builds up.
- 041 We have a strategic goal to protect 100,000 acres, so which properties do I go after? But what do I do with the small parcels that have huge value. Need to "hold the duality/conflict. We can believe two things at the same time." Can we engage more in land use planning realm? People working in EJ communities?
- 042 When establishing relationships with BIPOC communities, attend their events before asking them to join our events. Learn about them and their goals and traditions before immediately trying to impose our agenda on them.
- 043 Interpret the meaning of place-based names, many of which are Native American (e.g. Shenandoah, Mt. Katahdin). Encourage Native American voices to explain the significances of these places. Seek out non-white led conservation groups, including land trusts. Need to understand what their priorities may be (e.g. possibly THPO grants). Not all Tribes have THPOs and representation in the East because they're not federally recognized. Tribal recognition can be complex. In ATLP landscapes, partners should try to learn about the place in which they function and the Tribes that may have a connection.
- 044 Expand funding programs that support integration of climate in conservation planning to consider more expansive concepts of climate and cultural resilience rooted in indigenous wisdom and climate leadership

2) For your most promising ideas, who might be engaged to bring them to life as collaborators, as allies, or even co-conspirators? (Remember please list the idea and then the potential partners.)

PARTICIPANT INPUT

- 001 Who should be involved in producing and approving that map?
- 002 Learning from existing rematriation efforts (e.g., First Light) and co-management examples
- 003 Affrilachian Artists' Project (<https://www.bpr.org/post/affrilachian-artist-project-brings-together-appalachian-artists-color>)
- Native nations along the trail
- Language advocacy groups like Living Tongues
- Environmental Justice advocacy groups, national and local (e.g. NAACP Environmental Justice rep; Indigenous Environmental Network; Deep South Center for Environmental Justice)
- 004 Maybe personal connections (as opposed to blanket emails) with specific groups, approaching on a person-to-person is a start, e.g. Eastern Band of Cherokee Indians
- 005 - <https://firstlightlearningjourney.net/>
- further discussion and thought needed for rigidity around LNT principles and spectrum.
- 006 Work with national tribal groups to engage at landscape scale then scale down to regional levels. Start the conversation, invitations.
- Leverage relationship building with tribal groups - NEATLP work, model?
- Tribal consultation for NHR A.T. designation? Contacts? Learning to share with ATLP partners? What has happened?
- 007 Tap into local communities, through churches, community centers, etc. in or near Appalachian Trail communities. Share knowledge about recreational opportunities in their backyards, and learn about their challenges and priorities.
- 008 Better engage communities of color around access and the AT, organized groups, e.g., LatinoOutdoors, OutdoorAfro, GreenWorks, Black Folks Camp Too, etc.)
- 009 Reaching out to Frontier Culture Museum (Virginia) about history of place in Appalachian region - they have segment devoted to African American history in Appalachia.
- Contact tribal leaders within 150 miles (NE Tennessee) from a place of humility to try and connect. Has worked sometimes but not other times. Geography dependent on tribal territory.
- Having tribes set up at outdoor rec events to give them that space to provide information and tell story.
- Freshwater Land Trust (AL) did neighborhood meetings in all areas where LDT they were building passed through. Get their input at the outset.

- Reach out to tribes to solicit having events on state parks lands etc.
- 010 A.T. Communities, formal and otherwise.
 - 011 Tribes.
 - 012 - Acknowledgement is important. Develop information on the A.T. landscape's role and position in an honest depiction of systemic racism. (SHEN, NPS, Native Nations, HBCU based historians, scholars)
 - As we protect land tell it's full story. Add cultural value within the ATLP focal area to the stated protection priorities. (Native Nations, Black and Brown community leaders, Land Trusts, local communities of color)
 - 013 Trail clubs
 - 014 - EG for governing authority for place and how/what resources can be brought to Indigenous community based on what the issue is (economic development, carbon sequestration, etc.)
 - Looking internationally (looking at Canada and Australia).
 - 015 -Change the face of the A.T. community (CLUBS, new stewardship partners, new visitation driven partners, ATC)
 - 016 NAACP Environmental Justice - Climate Justice
 - Institute for Tribal Environmental Professionals - Tribes & Climate Change Program
 - Amplifying work of BLM, CAIR, Stop AAIP Hate, and other groups that aim to create safety
 - Local / regional groups that are already living / playing / working in the AT /landscape (or have traditional ties to it) and have for generations but whose efforts are not supported and amplified
 - 017 Work with United Southern and Eastern Tribes (USET) in southeastern Virginia.
 - 018 Collaborate with Living Tongues to explore language used for place based names. Ensure that outreach to Tribes is reciprocal and not one directional. ATLP could work with tribes to provide more financial support for THPOs via: <https://www.nps.gov/thpo/grants/index.html>

Saved Chat Text:

(Only relevant chats saved; time coding in local U.S. Eastern time)

- 09:00:58 Jennifer Miller Herzog she/her, Land Trust Alliance : Good morning everyone! Great to see you all today.
- 09:01:14 Lauren Imgrund : Good morning! Happy Spring.
- 09:02:38 Anne Sentz : Good morning everyone; thanks so much for joining us today!
- 09:17:24 Kayla Carter : WOW! We are living history!
- 09:24:59 Peter Stein : Andrew Jackson kinda of missed nature based climate solutions
- 09:26:03 Jennifer Miller Herzog she/her, Land Trust Alliance : among other things
- 09:26:14 Jennifer Miller Herzog she/her, Land Trust Alliance : even the legend phrasing on that map is interesting
- 09:32:08 Julie Judkins (she/hers) ATC : Harriet Tubman
- 09:38:18 Jennifer Melville (she/her) : For those of us in New England its worth checking out the Atlantic Black Box project to learn about our region's central role in the slave trade <https://atlanticblackbox.com/>.
- 09:44:09 Lauren Imgrund : This is so interesting, would be happy to spend more time hearing these details,
- 09:44:22 Daniel Odess : Agree.
- 09:44:24 ATC Sandi Marra : Agreed!
- 09:44:27 Mari-Beth Delucia : agree
- 09:44:28 Anne Sentz : Agreed!
- 09:44:28 Nicole Wooten, she/her, HHLT : Agreed
- 09:45:17 Lauren Imgrund : Thanks!!!
- 09:47:42 Bill Potapchuk (he/him) : <https://www.nrdc.org/stories/environmental-justice-movement>
- 09:52:41 Samm Keys : You are a true gem Alexa! Thank you so much for sharing these truths with us. Your courage is inspiring!
- 09:52:54 Jennifer Miller Herzog she/her, Land Trust Alliance : Thank you!!!!
- 09:52:57 Nicole Wooten, she/her, HHLT : Thank you!
- 09:53:20 Lauren Imgrund : This was amazing and really really challenged a lot of my thinking, Thank you!
- 09:53:52 Alexa Sutton Lawrence (she/her) : Thanks, y'all! Glad you enjoyed!
- 09:53:53 Jay Leutze : Outstanding presentation

09:54:15 Mike Shanahan : Is Alexa going to share those slides? So much to re-visit. Thanks.

09:54:33 Julie Judkins (she/hers) ATC : Absolutely, thank you so much Alexa. I could re-watch this multiple times and know I'll still have more to absorb.

10:09:30 Julie Judkins (she/hers) ATC : YES! I've been saying that since I met her:)

10:09:40 Julie Judkins (she/hers) ATC : We will share her presentation with all staff

10:18:11 Mikki Sager (she/her/y'all) : Black and Brown communities are already doing the work but don't have access to funding and resources. White-led groups need to share / turn over the funding to the communities and organizations.

10:18:45 Lauren Imgrund : This is a really important point Simon.

10:18:47 Jennifer Melville (she/her) : Yes to Mikki!

10:20:25 Jennifer Melville (she/her) : One specific example is that right now Tribes can't access LWCF funds and there is a move to change that. We can support that change

10:20:41 Alexa Sutton Lawrence (she/her) : Yes! Mikki + Jennifer

10:20:53 ATC Sandi Marra : WOW - I didn't know that Jennifer.

10:21:36 Alexa Sutton Lawrence (she/her) : North Carolina is considering an heirs property law change for this year — efforts coordinated by a group coordinated by Kim Brand at Audubon NC — another great one to join/support!

10:22:14 Simon Rucker : I think LWCF does allow for tribal projects

10:22:19 Lauren Imgrund : I'm thinking it is stateside. I don't think there is an allocation to tribes, like there is for states and territories. There was a change to provide more money to territories which was an improvement.

10:23:18 Jennifer Miller Herzog she/her, Land Trust Alliance : Alexa, that is so exciting! There's discussion of the uniform heirs property legislation in Maryland as well, inspired, in part, by Virginia's passage last year!

10:23:23 Simon Rucker : Yes Lauren you are right

10:24:04 Samm Keys : We talked about LNT Principles as well Marian. I think sensitivity and history should be a part of the courses.

10:25:10 Lauren Imgrund : That is right Shalin, and that was exactly what we said at the beginning of our small group.

10:25:42 Alexa Sutton Lawrence (she/her) : Thanks, Shalin — insightful!

10:27:03 Daniel Odess : I agree with Shalin. I work from an assumption that what I am engaged in is for the benefit of all people, and I am genuine in that belief. But there is a large degree of paternalism in it -- I assume instead of engage.

10:27:38 Alexa Sutton Lawrence (she/her) : Really thoughtful reflection, Daniel — probably a lot of folks feeling the same

10:27:43 Hawk : For those who might be interested in more background, here's a book to consider reading: Changes in the Land: Indians, Colonists, and the Ecology of New England-by William Cronon <https://www.williamcronon.net/books.html>

- 10:27:55 Mikki Sager (she/her/y'all) : It's important to start by listening to communities and being authentic. Change happens at the speed of trust.
- 10:33:14 ATC Sandi Marra : Agree Daniel - first we need to expand the seats at the table
- 10:34:24 Mikki Sager (she/her/y'all) : YES, Alexa!
- 10:44:38 Simon Rucker : stonewall opening
- 10:49:06 Shalin Desai : A 2017 episode of the 99% Invisible podcast re: the Great Dismal Swamp: <https://99percentinvisible.org/episode/great-dismal-swamp/>
- 10:57:39 Alexa Sutton Lawrence (she/her) : Questions:
- What do we want to create?
- How do we make a beautiful environmental future in which all are included?
- So what do we need to do first?
- 10:58:15 Alexa Sutton Lawrence (she/her) : Also: from the previous presentation... 1 point to Peter for Stonewall, 1 point to Wendy & Julie Judkins for Harriet Tubman! Prizes to follow :)
- 11:32:10 Alexa Sutton Lawrence (she/her) : Love that, Sandi!!
- 11:32:35 Abigail : The trail idea is very NARROW :)
- 11:33:22 Alexa Sutton Lawrence (she/her) : Communities may already have a wish list for what they wish they could have, in terms of nature, access, enjoyment
- 11:33:28 Daniel Odess : Who are we protecting land from? Who are we protecting land for? Framing is important.
- 11:34:03 Alexa Sutton Lawrence (she/her) : Access = removing legal barriers, geographic barriers; Enjoyment = removing social barriers (e.g. unwelcome-ness, linguistic exclusion, etc.)
- 11:34:26 Jennifer Melville (she/her) : Not our group!
- 11:34:39 David Lillard : Someone needs to claim this. I love this!
- 11:35:53 Alexa Sutton Lawrence (she/her) : Definitely!
- 11:35:56 Alexa Sutton Lawrence (she/her) : Awesome, Abby
- 11:36:38 Alexa Sutton Lawrence (she/her) : Paleo-politics: The really long view By Will Femia on Aug. 24, 2012, 11:50 PM EDT
<https://www.msnbc.com/rachel-maddow-show/paleo-politics-the-really-long-view-msna30409>
- 11:37:22 Abigail : Alexa, Maybe you can help me with that mapping!
- 11:37:44 Alexa Sutton Lawrence (she/her) : yes! Would love to, Abby
- 11:37:53 Alexa Sutton Lawrence (she/her) : Have a great cultural geographer on my team :)

- 11:41:04 Mikki Sager (she/her/y'all) : Yes David!
- 11:41:07 Jim Von Haden, NPS-Appalachian NST : The NPS Inventory & Monitoring program recently completed a decade long inventory of vegetation along the AT corridor that includes rare communities. Those maps are publicly available and could be integrated into the sort of community analysis Abby suggested.
- 11:41:08 Laura Belleville : David- we talked about this issue in our group as well. We also talked about the sense of urgency --
- 11:41:25 Laura Belleville : Increase the pace and scale of landscape conservation
- 11:43:21 John Donahue : Now that we recognize the AT is a solution to climate adaptation, species migration, and can be a large part of the protection of our world int the future, we should address inclusion as a species because it is obviously important for all of humanity.
- 11:43:37 Andrew Downs He/Him : YES TO MARKERS OF SUCCESS
- 11:43:53 Abigail : Maybe starting with groups working with EJ communities on environmental issues in the trail landscape? Or land use planners. Can we broaden our sense of who partners are?
- 11:44:13 Wendy Janssen-National Park Service-APPA : Very well stated, Shalin!
- 11:44:36 Alexa Sutton Lawrence (she/her) : Shalin, dropping knowledge again!!
- 11:46:18 Lauren Imgrund : Super point --- dare we say that restricting side trails is shutting out communities to the trail.
- 11:46:33 Andrew Downs He/Him : he does that
- 11:46:51 Abigail : Feels important to find out what they need/want. Maybe access to the trail isn't it.
- 11:47:25 Mari-Beth Delucia : Good point Abby.
- 11:49:09 Daniel Odess : Communities are not monolithic. There will be some people who want access trails, some who don't. But access is important and will build support for the AT over time. The kids that use those access trails today are tomorrow's voters.
- 11:50:08 Samm Keys : One thing we talked about is a bottom up mentality of implementing these ideas rather than waiting on a giant movement to happen. Two examples are creating internal affirmative action type goals within each of our own organizations, and the other is to write inclusive and equitable language into grant writing so that monies can be used in land preservation both ecologically AND culturally.
- 11:51:02 Daniel Odess : USET- The United Southern and Eastern Tribes is an umbrella organization for tribes within the geography of the AT. Why not invite them?
- 11:51:39 David Lillard : This is what is urgent.
- 11:52:24 Jim Von Haden, NPS-Appalachian NST : Good thought, Dan. I just learned about that organization recently and had the same thought. I intend to reach out.

- 11:52:52 Mikki Sager (she/her/y'all) : For mapping purposes, the Centers for Disease Control has mapped social vulnerability across the whole country. It is an easy source of free data...
- 11:53:33 Kayla Carter : Absolutely Jennifer! All other efforts will fail without this work being central. Conservation and climate change doesn't matter without equity, inclusion and diversity -- without those ideas or initiatives working for ALL people.
- 11:53:55 Abigail : Sounds like a good focus for the next meeting!
- 11:54:34 Jennifer Miller Herzog she/her, Land Trust Alliance : Indeed!
- 11:54:49 Nicole Wooten, she/her, HHLT : Thanks to Jennifer on the need to center this work, and to Shalin with the need to fundamentally change our markers of success. The ATLP strategic planning process helped us get to this conversation, and maybe sets us up for an overhaul to create that equitable vision in an equitable way.
- 11:55:49 Andrew Downs He/Him : one part of the future looks like protected land that we can articulate clear value for the A.T. and clear value for Native communities. Shared value from shared values.
- 11:55:57 Alexa Sutton Lawrence (she/her) : Bravery is what we need to take necessary action even when success is not assured
- 11:56:07 Alexa Sutton Lawrence (she/her) : It is essential to moving forward
- 11:57:30 Julie Judkins (she/hers) ATC : Thank you SO much Alexa for leading us into this important work!
- 11:57:38 Alexa Sutton Lawrence (she/her) : Thanks for having me, folks!
- 11:57:43 Hawk : There is a formal process for considering side (access) trails to the A.T. Since most of the A.T. is on federally managed lands, all side trail proposals are required to be scoped for environmental impacts through the National Environmental Policy Act (NEPA). While some may perceive this is a barrier, it does lead to better designed and sustainable trails that protect natural resources and are compatible with the A.T. experience. i.e. no motorized vehicles
- 11:57:53 Nicole Wooten, she/her, HHLT : Thank you, Alexa!
- 11:58:09 Lauren Imgrund : This was a very, very good session. thank you.
- 11:58:19 Anne Sentz, ATC : Alexa, this was amazing and I have so many personal and professional takeaways. Thank you so much.
- 11:58:21 Mikki Sager (she/her/y'all) : Totally awesome and thank you, Alexa!
- 11:58:21 Kayla Carter : Thank you Alexa! And, all!
- 11:58:29 Jennifer Miller Herzog she/her, Land Trust Alliance : So appreciate the thought-provoking discussions today, and all that I learned!
- 11:58:29 Jay Leutze : Thank you!
- 11:58:30 Addie Thornton : Thank you Alexa!
- 11:58:36 Elizabeth Ward : Thank you
- 11:58:38 Lauren Imgrund : Yes, Hawk, but it is a barrier. not just a perceived one.

11:58:38 Samm Keys : Thank you!
11:59:17 Andrew Downs He/Him : Be Brave all!
11:59:25 Alexa Sutton Lawrence (she/her) : +++