

# **Relationships, History, Hip Hop & Forestry**

**Thinking about Diversity & Inclusion  
in the  
Environmental Sciences**

*Dr. Thomas RaShad Easley*

*This hip hop forestry and poetry its getting late let's floetry*

*This academic superstar go'ne plant a seed and grow tree*

*In my front yard locally or on my block hopefully*

*Make others do it globally Now fresh air its more for me*

*I'm thankful for oxygen a tree hugger not again*

*But trees my family you see I lost a lot of friends*

*Humans are greedy mistaking it for hungry*

*Like a racist really hates me, but for diversity they want me*

# RELATIONSHIPS

- Relationally,
- Influencing a person's ideology, thought pattern, cultural understanding, for the purposes of changing...behavior, ideology, etc.
- If done well, you are doing it and they are aware it is happening
- If done harshly, you are going to receive resistance

# HISTORY

- Historically,
- Breaking ground and changing patterns
- Exploring and changing narratives
- RESISTANCE

# HIP HOP

- Expression, Autonomy, Confidence
- Individualism, Unique
- Know your audience, Respond to others, Freestyle
- My passion

**FORESTRY**

**?**

*I took a different pathway and not a pipeline  
Became a disciple of a discipline that's unheard by  
Blacks, Latinos, Indigenous populations  
Who's ancestry starts back before land domination  
Before emancipation before cutting down trees  
'fore PTSD when blue and red lights behind me  
Fore life was so hard I wanted to do some thangs  
from concrete to flood plains you can see our blood stains  
we treated the soil that gave and still gives life  
My vitamin D was not deficient cause I was outside*



DIFFERENT CAREERS  
FORESTER, ARTIST, ENTREPRENEUR



# DIVERSITY

WHAT DOES IT MEAN?

DIVERSITY-----DIFFERENCE

# ADULT EDUCATION

- Anti-Racist Scholarship
- STEM Faculty, understanding their role in diversity during their day to day duties

# Faculty Vitality Behavior Framework

- **Decision Making Processes-** faculty participate in activities that impact work environments and other faculty
- **Intellectual Exchange-** healthy sharing of ideas among colleagues
- **Social Activities-** anything that contributes to collegial relationships and helps to facilitate intellectual exchange and mentoring relationships that creates a sense of community
- **Mentoring Relationships-** relationships that help junior faculty members establish themselves and transition through different facets of their professional lives

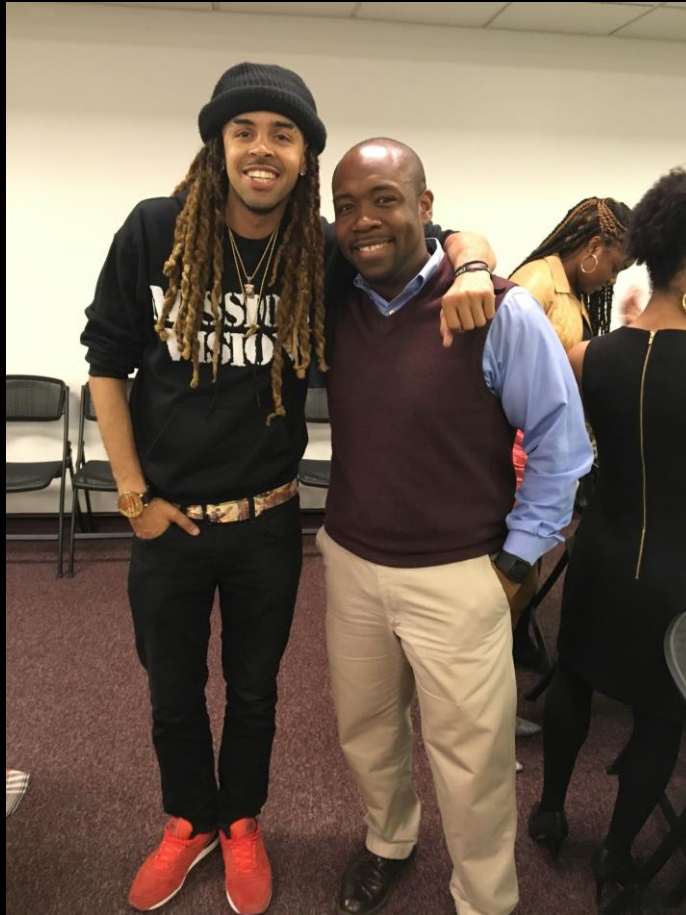
# SOCIALIZATION

- Socialization is the process by which a person learned the values, norms, and required behaviors which permit them to participate as a member of the organization.
- Socialization is a process by which individuals acquire the attitudes, beliefs, values, and skills needed to participate effectively in organized social life.

Bragg, A.K. (1976). *The Socialization process in higher education*. Washington, DC: The American Association of Higher Education.

Van Maanen, J. (1976). Breaking in: Socialization to work. In R. Dubin (ed.), *Handbook of work, organization and society* (pp. 67-130). Chicago, IL: Rand McNally. Winkler, J. A. (2000). Faculty, reappointment, tenure, and promotion: Barriers for women. *Professional Geographer*, 54 (2), 737-750.

# MINISTRY



# MINISTRY

- The brokenness of people
- The dissension between people with the same belief system
- The unawareness of people to who they really are
- Showed me the resilience of people and the positive behavior when people learn and understand something different

# Faith vs. Faith Practice

Is everyone a person of faith?

# When Does Your Career Begin/End

- HBCU- Alabama A&M University
- Job-US Forest Service
- Graduate School (HWI) - Iowa State University- Masters
- Internship/Job - Non-profit, urban forestry
- Job-NC State University
- Graduate school while working - Doctorate
- Ministry – Campus Pastor
- Entrepreneur
- Job - (HWI) Yale University



# WHY DO DIVERSITY PROGRAMS FAIL

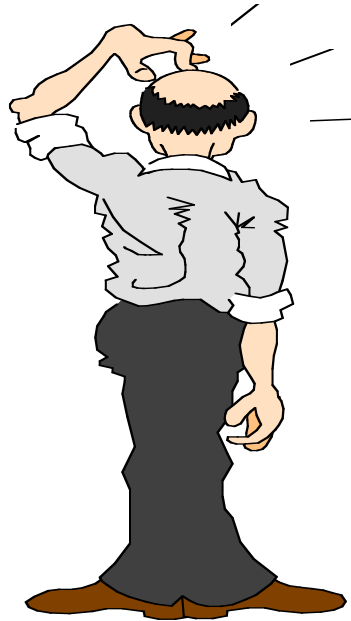
- No accountability
- The common model is to hire someone and make it their job to do the work, that the institution needs to be doing
- The leaders are a part of the discussion(s) but not a part of the actions or the movement

# **ANOTHER MAJOR REASON DIVERSITY PROGRAMS FAILS**

- The “Diagnosis” determines the “treatment”
  
- The “Why” determines the “How”

# Why is Diversity so Hard?

**You can't solve the problem until you realize you're part of the problem you're trying to solve!**



*Here is my minority report  
About what's going on with the poor  
No clean water got liquor stores  
No banks good housing can't afford  
Got drugs got guns got more  
Dope boys no books gym floors  
Deadpool can't swim lead in my pores  
Contaminated mentally challenged I'm sore  
Get scholarships but my body earn scores  
I want to use my mind and explore  
but crooked A\_\_ cops stand at my door  
Say I resemble this dude that shot four  
I don't own a gun but I am at War  
Praying bout who came after the forty fourth  
President evidence there won't be no more  
Black folk for a while not expecting support.*

# WHY...DIVERSIFY?

The diagnosis determines the treatment

The “Why” determines the “How”

# Tips on Diversity

- **Everyone** has to be involved
- Macro-vision with micro managing hurts diversity. You must trust those you work with
- As you think about diversity, don't negate your policies/rules that govern how you operate. You must be willing to look at this as well

- Mind your blind spots- what you don't notice or willingly ignore, can hurt someone
- Diversity workshops must be tied to goals at all levels
- Remember, people are more than their jobs. At times they have more skills than what they were hired to do
- If the morale is low, spend your time reconnecting with your colleagues, you waste time and energy trying to get people to move to your agenda. The best resource you have are people

# STEPS FOR THOSE THAT WANT CHANGE

- Learn the organization- know what everyone is doing, and know the history of the place
- Develop your agenda and try to align it with the bottom line of the organization
- Create relationships in the organization and build allies
- Put a time limit on whatever work you are doing that contributes progress or shifting culture. This protects you so you don't burnout or cause injury to others
- Learn the priorities of the organization- learn what the leaders value



- Be clear about your priorities
- Don't try to control everything, because you can't
- Learn to speak others' languages - give voice to their values.
- Utilize Emotional Intelligence which also means, reciprocation should be central in your motivation

# ***HIP HOP FORESTRY***

*Hip hop Forestry Forestry's the practice hip hop the religion*

*Both made by human both imperfect make a new tradition*

*This hip hop Forestry- our trees are not a commodity*

*They are our teachers showing how to live on troubled land and live in harmony*

*This hip hop Forestry because both rose from the underground*

*One changed landscapes The other changes the landscape of sound*

*This hip hop Forestry we not scared when people or bugs approach you*

*We don't just worry bout POs but we worry about CO2*

*Hip hop Forestry emissions we don't do carbon copies*

*We cross pollinate culture and we respect our water of bodies*

*This Forestry hip hop we all related we respect forms of life  
You can't treat me worse than a pet something about that ain't  
right*

*This Forestry hip hop, in different forms we dialogue and debate  
In Forestry hip hop You can't own what you didn't create  
In Forestry hip hop respect life cause life is a value  
We listen than discuss problem solve than we add you  
This Forestry hip hop Inclusion is retribution not just seeking  
solutions*

*In food, Water, religion we remove pollution  
This for hip hop Every complexion is worth of protection  
care for the land and the people that's true progression  
This for hip hop started in New York now it hits the planet  
Carolina with forestry land not just to be managed  
It's to be respected cause we all been neglected  
Two communities come together in one body, now let's protect it*

# BULLDOG to BULLDOG

ALABAMA A&M UNIVERSITY



YALE UNIVERSITY



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