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.


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

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