

Justice, Equity, + Stewardship

How cultural relevance leads to better land management

Definitions

DECOLONIZATION

- An ongoing, long-term practice and system of thought to 1) understand the systems of colonialism and its impacts, and 2) to reclaim physically, spiritually, and mentally what has been taken and extracted.

EQUITY

- Equity means fairness and justice and focuses on outcomes that are most appropriate for a given group, recognizing different challenges, needs, and histories.

RACIAL JUSTICE

- The systematic fair treatment of people of all races, resulting in equitable opportunities and outcomes for everyone.

The Social Change Ecosystem Map



The Social Change Ecosystem Map
Definition of Roles

Weavers: I see the through-lines of connectivity between people, places, organizations, ideas, and movements.

Experimenters: I innovate, pioneer, and invent. I take risks and course-correct as needed.

Frontline Responders: I address community crises by marshaling and organizing resources, networks, and messages.

Visionaries: I imagine and generate our boldest possibilities, hopes and dreams, and remind us of our direction.

Builders: I develop, organize, and implement ideas, practices, people, and resources in service of a collective vision.

Caregivers: I nurture and nourish the people around me by creating and sustaining a community of care, joy, and connection.

Disruptors: I take uncomfortable and risky actions to shake up the status quo, to raise awareness, and to build power.

Healers: I recognize and tend to the generational and current traumas caused by oppressive systems, institutions, policies, and practices.

Storytellers: I craft and share our community stories, cultures, experiences, histories, and possibilities through art, music, media, and movement.

Guides: I teach, counsel, and advise, using my gifts of well-earned discernment and wisdom.

For a colonized people the most essential value, because the most concrete, is first and foremost the land: the land which will bring them bread and, above all, dignity.

Frantz Fanon

quote fancy

Resources

[White Supremacy Culture](#), Tema Okun and Kenneth Jones

[Guide to Cultural Relevancy](#), Justice Outside

[Weaving the Strands Together](#), Salazar Center for N. American
Conservation

[Trauma Stewardship](#), Laura van Dernoot Lipsky and Connie Burk