

Falmouth Land Trust's Statement on Diversity, Equity, and Inclusion

If we listen to the songs of the water and the whispers on the wind, we will feel the heartbeat of Mother Earth, and all creation will continue to breathe. - Wabanaki axiom

The Falmouth Land Trust believes that access to nature and undeveloped lands is a human right that is essential to human health. To this end, it endorses and has committed itself to the Land Trust Standards and Practices of the Land Trust Alliance, Standard 1, Ethics, Mission and Community Engagement, Section C, Community Engagement, which reads as follows:

1. Develop an inclusive, welcoming organizational culture that respects diversity.
2. Seek to engage people who are broadly representative of the community in which the land trust works and foster opportunities to connect them with the land.
3. Develop an understanding of the land trust's community, and communicate the land trust's work, services, and impact in a manner that resonates with and engages that community.
4. Build relationships with community leaders and other stakeholders in the land trust's community.

The Falmouth Land Trust recognizes the importance of diversity, equity, and inclusion, and pledges itself to become a resource for all people and all groups wishing to access, enjoy, and protect natural lands. Our DEI action plan has three main elements:

1. **Education**, public and internal, on environmental justice and intersectional issues, indigenous history and modern indigenous culture, and diversification of educational offerings to include contemporary work from diverse perspectives on outdoor recreation and conservation.
2. **Engagement** with underrepresented communities and under-supported groups.
3. **Diversification** of our board, staff, and volunteers by fostering a welcoming environment for historically underserved and underrepresented populations.