



Mycelium Map

Healing Severed Connections for Justice
& Equity in Landscape Stewardship



AN INTERACTIVE THEORY OF CHANGE FROM THE CALIFORNIA LANDSCAPE STEWARDSHIP NETWORK
JUSTICE, EQUITY, DIVERSITY, AND INCLUSION ROUNDTABLE (HEALING SEVERED CONNECTIONS)

Mycelium as Metaphor

Mycelium is a fungal structure that forms threads and branches which grow in complexity and serve to connect, strengthen, and share resources across an ecosystem. As a guide to undertaking equity work, the Mycelium Map borrows from this ecological metaphor, providing the user with a pathway to explore, consider/reconsider, and to act.

Like any map, it does not prescribe a direction or a linear series of steps towards a destination. Rather, the Mycelium Map offers a number of approaches to undertake the complex and iterative work of centering justice, equity, and cultural responsiveness in the context of landscape stewardship. Each nodule is a connection point between you, your organization, your community, and the broader field of practice, as well as a connection to the other nodules within the map. It is nonlinear, lyrical, and rooted in the intention to support meaningful change and to increase human connectivity in our work.

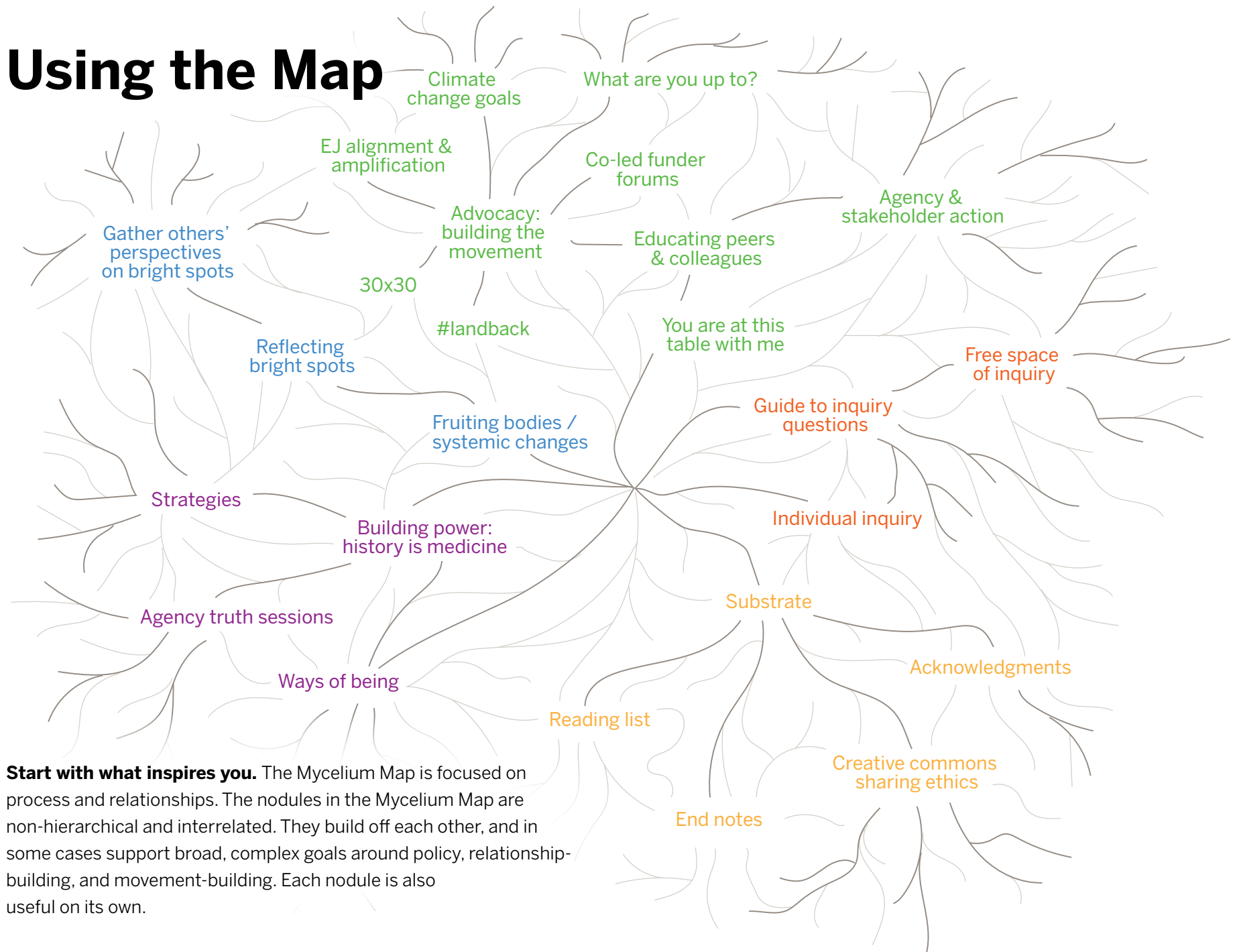
Wherever you are in your journey to understand and enact the principles of Justice, Equity, Diversity, and Inclusion (JEDI) in your work, you have what it takes to commit. The Mycelium Map is an invitation to start where you are, follow a path, turn around and go back to the beginning, recommit, go deeper, seek collaboration. Real world solutions arrive when we work collectively, honoring small changes while striving for big transformation. Together, we can transform the work of land conservation and stewardship into the very tools that will help dismantle systems of oppression and build the resilient future we all want.

Genesis

The Mycelium Map was first created for the Stewardship.2021 Spring Forum – a convening of the California Landscape Stewardship Network – to bring Justice, Equity, Diversity, and Inclusion (JEDI) principles into all scales of participation in the Spring Forum, from the individual, organizational, network, and beyond. Going beyond that point in time, the co-creators intend for the Mycelium Map to drive conversation, lead action, and increase connectivity across our field of practice, from regional, state, national, and international levels. Moreover, we hope the Mycelium Map will help all of us [heal severed connections](#) so that we can collectively break down the barriers between communities, between the landscape stewardship movement and the environmental justice movement, and between all humans, nature, and this planet.



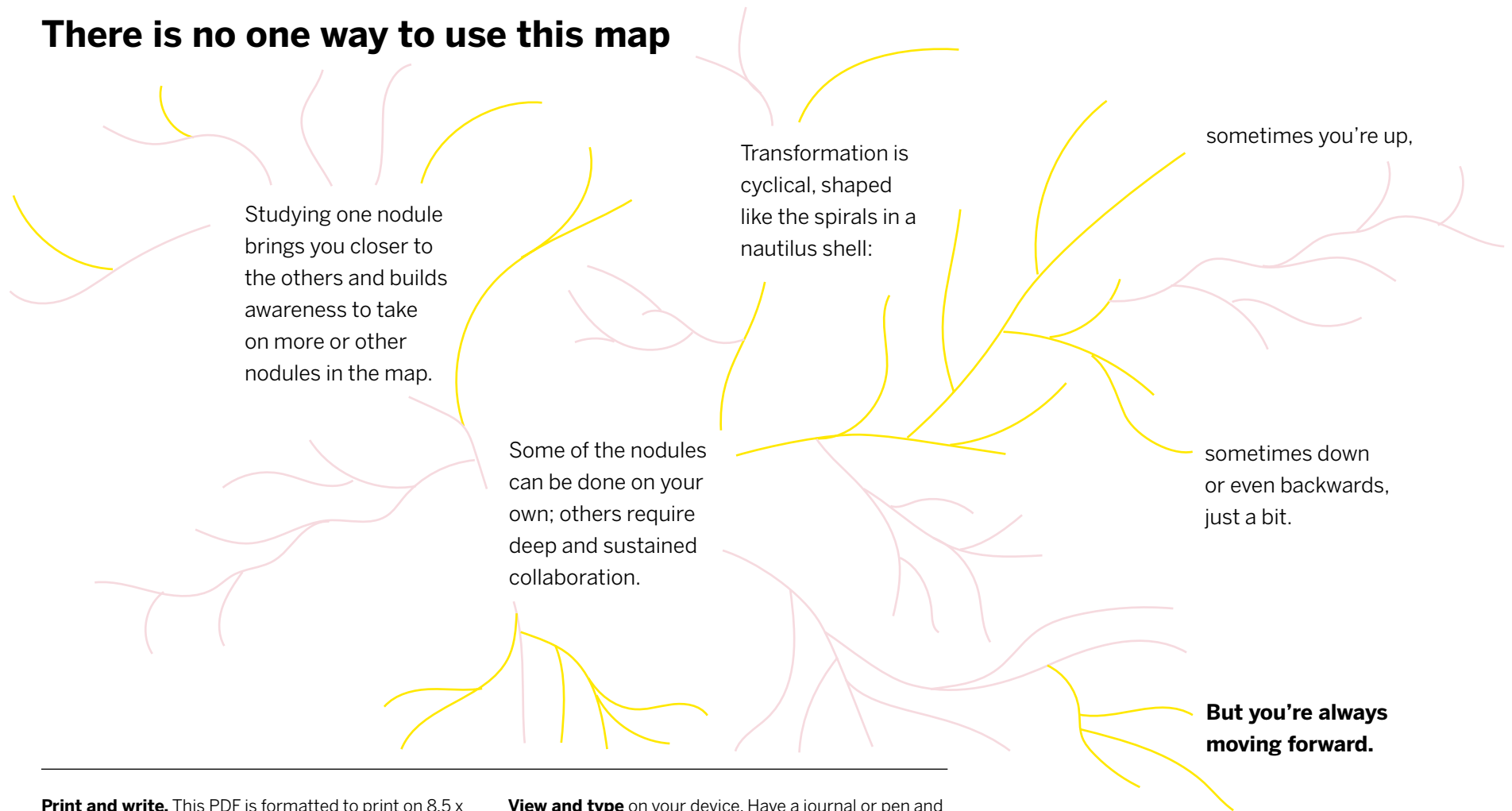
Using the Map



Start with what inspires you. The Mycelium Map is focused on process and relationships. The nodules in the Mycelium Map are non-hierarchical and interrelated. They build off each other, and in some cases support broad, complex goals around policy, relationship-building, and movement-building. Each nodule is also useful on its own.

Wayfinding

There is no one way to use this map



Print and write. This PDF is formatted to print on 8.5 x 11 paper, in black and white or color. You may print it out and then write and draw all over it! Please note that this map is coded with live links throughout. If you print it or if the hyperlinks aren't working for you, all of the references are included with full urls on page 27 as end notes.

View and type on your device. Have a journal or pen and paper handy to draw and write your responses. Or use sticky notes and text boxes to type your responses right into your own saved copy.

Individual Inquiry Nodule

Notice, Reflect, Practice, and Repeat



The Individual Inquiry Guide is one of the many threads of the Mycelium Map that brings attention to the personal growth that is key to building JEDI values and principles.

It is a growing list of reflective questions that have helped us in our journey to deepen our own understanding, and to become mindful allies and advocates of this work. Whether you're just starting out, or are deeply immersed in this work, we invite you to use this guide to reflect and engage in conversations with others, perhaps by responding and sharing your responses. We also encourage you to add questions that are emerging for you so that this list can keep growing. The Individual Inquiry Guide provides a framework for broad inquiry and diving deeper into themes related to social justice, biodiversity protection, and more.

Individual Inquiry Nodule

Have a journal, paper, pens, markers, pencils or a device where you write, draw or take notes handy as you embark on self-inquiry.

Grounding Questions

How have your background, culture, and personal experiences shaped your relationship to the natural world?

Who are your inspirations and/or guides in the work that you do, whether colleagues, artists, teachers, or others?

What are some examples of historic inequities, racism, dispossession, or exclusion in your place or region?

When you see the words *Justice*, *Equity*, *Diversity* and *Inclusion*, what emotions and feelings come up for you? How do your body and mind feel?

When you see the words *Bias*, *Power* and *Privilege*, what emotions and feelings come up for you? How do your body and mind feel?

What are some ways implicit and explicit bias show up in your life, both personal and professional?

Individual Inquiry Nodule

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or a device where you write, draw or take
notes handy as you embark on self-inquiry.

What does a land acknowledgment mean to you?

Can you frame a land acknowledgment or your place or region following the model below?

I acknowledge that I am on the land of the _____ peoples, which includes
_____, _____, and _____ (if multiple Indigenous communities). _____
(your city, town or region) is known as _____ (use the name of the place used by
Indigenous communities before colonization), which means _____. _____
peoples continue to remain in relationship to these lands through ceremony, culture
and stewardship. They are important parts not only of the history of this area but
also in continuing knowledges of this place.

Individual Inquiry Nodule

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Your Journey with Justice, Equity, Diversity, and Inclusion

What is your positionality coming into, or in relation to justice, equity, diversity, and inclusion (JEDI)? (e.g, your personal history, cultural background, values, views, and location in time and space).

As you look back in your personal and professional history, when did you first start thinking about JEDI work, and how were those seeds planted? (Seeds could be in the form of thoughts, actions, educational system, religious institutions, large or small events that occurred in your life).

How comfortable are you with JEDI language and concepts?

What are the lines of inquiry or types of questions you're focused on in your work and reflections on JEDI journey?

What are some fears or barriers you have related to JEDI work?

Individual Inquiry Nodule

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Collaborative Leadership

When you think of collaboration or partnerships, who do you envision? And who don't you see?

As a participant in collaborations and partnerships, what power do you have, what power are you willing to share, and what power are you willing to give up?

What is the role of a shared language in your collaborations or partnerships and how is that language inclusive or exclusive?

What thrives, or does not thrive in your collaborations or partnerships and why? What would you like to see thrive in the future?

What are some meaningful examples of collaborative leadership you have had the privilege to experience - and what are some resulting impacts of true collaboration?

Individual Inquiry Nodule

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Systems Change

What privileges (this could be in the form of your socio-economic background, resources, positionality, power within your organization, initiative or community) do you hold, or do you not hold?

Have you been impacted by inequitable systems in your life? When and how?

Have you advocated for systems change that directly addresses racial inequities?

What does allyship mean to you? Have you been an ally or an advocate for someone or something?

What is an example in your personal life or professional practice where you engaged effectively in JEDI systems change that you would like to celebrate and share?

Individual Inquiry Nodule

Have a journal, paper, pens, markers, pencils or a device where you write, draw or take notes handy as you embark on self-inquiry.

Biodiversity

Have you had access to open space and nature in your life, and what kinds of open space or nature? What made that possible / not possible?

Do you value the relationship between cultural diversity and biodiversity? How and why?

How does your work approach or integrate traditional ecological knowledge? Do you believe exploring the science of biodiversity and the knowledge of First Peoples relative to managing biodiversity is critical to us as a society at this juncture?

How do you think about how diverse sectors (e.g, public, private, academic, Indigenous , philanthropic, etc. and urban or rural populations and communities) connect to biodiversity protection?

How do you think about expanding or rethinking biodiversity and biodiversity protection to be relevant to, and informed by, diverse voices?

Individual Inquiry Nodule

Have a journal, paper, pens, markers, pencils or a device where you write, draw or take notes handy as you embark on self-inquiry.

Looking Forward

What tools or resources would be most helpful to you to reach your JEDI goals personally and professionally moving forward? Do you know where to find those tools and resources?

How would you like to advance or promote JEDI work in your personal life and/or within your organization?

What does intersectional environmentalism mean to you?
Why do you think we have a separate environmental justice and conservation movement, with separate funders, goals, partners, and champions?

Building JEDI values and work is a practice. What are ways in which you can continue to expand your knowledge and understanding at an individual level?

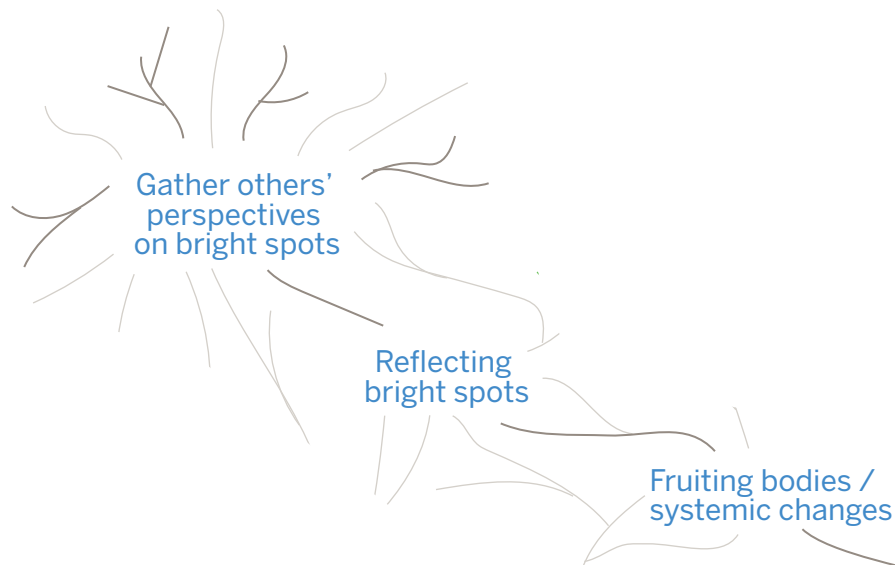
What personal commitments have you made or would you like to make to JEDI work? Some examples to get you started:

“I will speak up and use my power to help when I see staff or colleagues treated unfairly or excluded”.

“I will work with my leadership and staff to ensure my organization is focusing on our goals through the lens of justice”.

“I will commit to investigating and learning about how justice and conservation intersect.”

Small Changes Grounded in Big Intentions Lead to Emergence & Transformation



Data and our experiences tell us that issues like biodiversity loss, climate change threats, and lacking access to nature disproportionately impact the most vulnerable communities here and around the world.

Inclusive, truly equitable decision-making is needed to ensure that effective landscape stewardship can be part of the solutions to these interconnected problems. Of course we cannot solve poverty or systemic racism by designing an appropriate restoration project. But in designing, funding, or implementing that project, we can hear each other better, decide to redistribute power in small and large ways, and figure out increasingly equitable solutions together.

Fruiting Bodies Nodule

Like mycelium threads, so much of our good work is happening under cover with connections being made and growth occurring away from the observing eye. How do we know when we've made an impact, changed for the better, or strengthened a partnership when the evidence is emergent or maybe has not yet begun to mushroom?

The Bright Spots Project seeks to document not only the successful outcomes of this work, but the process, the questions, and the challenges that we work through behind the scenes.

We seek to share success around the infusion of JEDI principles in our collective work so that we can understand what's replicable, share strategies that inspire, and work in solidarity towards our goals for equity and resilience.



Fruiting Bodies Nodule

A Bright Spot Story & Themes

The Yurok Tribe, in partnership with California State Parks, Parks California, and Redwood National Park, celebrated the grand opening of the recently renovated and renamed Chah-pek-w O' Ket'-toh "Stone Lagoon" Visitor Center, which is the first tribally operated visitor center within the California State Parks system. Change may take time, especially within institutions. But real partnership ensures our progress is permanent.



Themes from the Bright Spots Project are emerging as we gather stories from our network, partners, and the field of practice. One important theme is around sharing power and the balance or dynamic tension that necessitates. This can look like allowing new partners to set priorities for a coalition, facilitating a dialogue without prescribed outcomes, or just understanding that relationship building is not linear. Balancing is not stillness, but rather it's the ability to hold the tension between pushing, pulling, and being. Progress is iterative, and we can move towards it together like a river flowing, sinuous not channeled.

Another theme emerging from the stories we are gathering is that conservation and social justice are interconnected. People are working to uproot the traditional, exclusionary conservation narrative and replant it with the deep understanding that inclusion, equity, and cultural responsiveness will lead to better, more durable stewardship outcomes. Our storytellers say that we can and must learn to tackle ecological and social priorities simultaneously, and sharing power can help. If a community says other priorities are more urgent than building a new park, how might we support them in addressing what's first on their list? How might that shared effort lead to an activated, beautiful park in time?



Burning Brightly

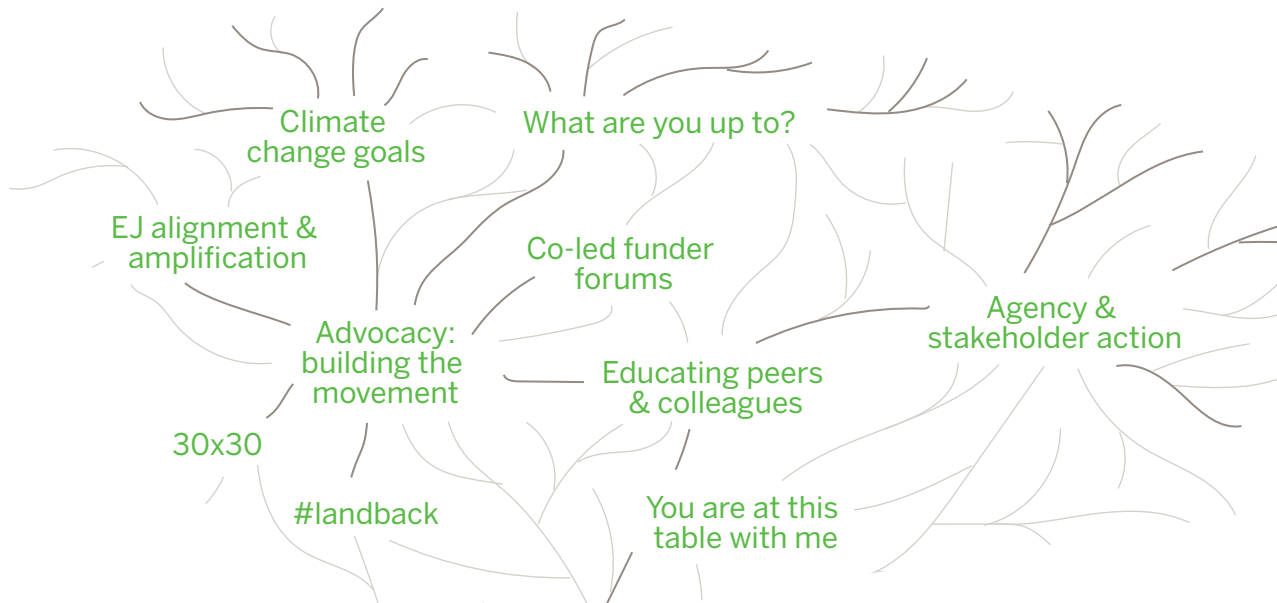
Have a journal, paper, pens, markers, pencils or a device handy as you document your own bright spots or emerging glimmers of change.

Email us at coordinator@calsn.org to share your results!

- Do you have an example or an approach to share?
- Reflect on bright spots you see in your work.
- Interview someone else at your organization about their perspective on this topic.

Advocacy Nodule

Building a Just & Equitable Landscape Stewardship Movement



We are investigating, uncovering, building and sharing power, and imagining the future we want to co-create.

As we undertake this complex work, we are inspired by the following questions: May we make explicit the connection between our conservation work, biodiversity protection, climate resilience, social equity? May we reflect on how the CLSN's work relates to and supports relevant global biodiversity and climate initiatives? May we as a network make sure that true reciprocity and partnership with Indigenous communities are informing everything we do as a norm? May we explore the question, "What is an ally?" relative to communities who continue to face disinvestment? And, "How do we create brave spaces where genuine collaboration is possible?" May we work in solidarity with Environmental Justice advocates, understanding that emissions are driving both harm to front-line communities and the threats of climate change that fundamentally impact our work?

Advocacy Nodule

You are at this table with me. There is no one else who can shape shift the work of conservation and stewardship so that it is more inclusive and thereby effective.

We are all at this table together, so let's get to work. How are you thinking about your work in the context of equity?

Take a moment to reflect on the question above.

How can we align with Environmental Justice concerns, which often cross boundaries between natural resource issues, social and public health issues, and economic issues? How might we commit to amplifying broad, shared Environmental Justice goals? How might that effort to

align, amplify, or even stand in solidarity help us collectively achieve state and federal goals for stewarding lands?

What are you advocating for, or what's important to your organization or network? Contact us and tell us what you're up to by snapping this QR code. What nodules are you connecting with and growing in your own work?



We are currently considering specific CLSN participating networks' priorities around advocacy goals so that we can organize, commit, and help support and amplify this collective work, for example by helping to ensure that California's 30x30 Initiative is rooted in equity and justice. Here are other areas in which we continue to investigate, partner, and work.

- Indigenous Land Rematriation
- California's 30 x 30 Initiative and the federal America the Beautiful Workplan
- Climate Change Goals, including wild-fire resilience, cultural and prescribed fire, weed management, community-led restoration, environmental education, and more
- Co-Led Funder Forums with EJ groups and BIPOC-led environmental groups to begin aligning fund sources with the intentional effort to grow JEDI capacity within conservation. We want to share access to power and resources.
- EJ Alignment and Amplification

Advocacy Nodule

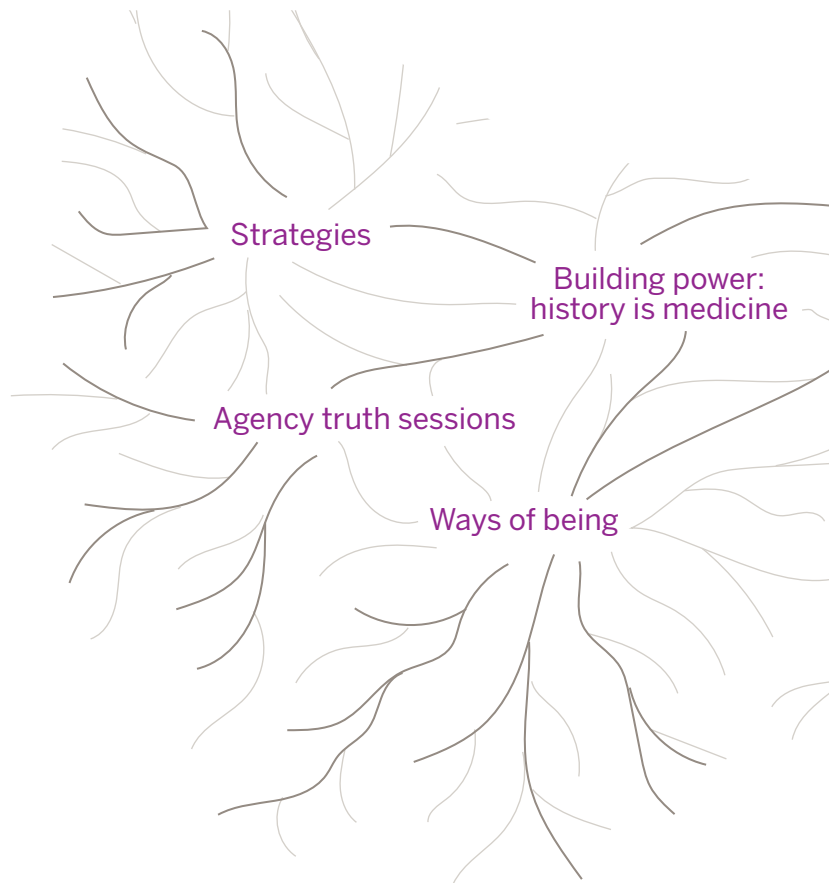
Sample Prompts

Sample prompts from the Stewardship.2021 convening
(Agency and Action thoughts for our JEDI work together)

- What would happen if we decided to collectively write a new, justice-focused chapter for land conservation and stewardship, and we let it be messy and imperfect, but relentless?
- How can we shift power to local and Indigenous land stewards, and what individual or organizational power are we willing to cede to do that?
- Can you commit to noticing and even fostering emergent strategies?
- Can you commit, just as a start, to making small-scale changes, valuing critical connections and not just the big moves or end goals?
- Can you recognize and value a real-time process that propagates outwards like mycelium threads underground, growing stronger through multiplicity and connection?
- And are you willing to do this even when it is not visible for recognition and kudos? In other words, can you appreciate the mycelium threads working hard in the cover of darkness, and not just the fruiting body of the mushroom in the sunlight?
- Today, we are a growing movement of professionals, activists, writers and thinkers, artists, restoration practitioners, and government officials, capable of recognizing that the glory of our public lands is rooted in a shameful, oppressive, and violent past; We must recognize this so that we can harness our power to collectively redefine what comes next for public lands and land stewardship in general.
- That we can see the problems today and consider the solutions together is a gift. Our gaze can cast back 400 years, and forward into the future of possibilities.
- What will we do with this gift?

Building Power Nodule

History is Medicine



We are actively collaborating to create tools, approaches, and meaningful conversations that help evolve the work of landscape conservation to be more inclusive, equitable, and culturally responsive.

We seek to understand and share the historical context of our work and the land. We seek to understand where and how to be accountable to each other, our communities, and the land. And we recognize the powerful potential of conservation actors engaging in dismantling the land-based causes of oppression – whose land is restored, whose land is stolen or degraded, and who gets to decide. We intentionally witness boundaries and cross over them through cross-jurisdictional collaboration on land management and ecosystem-level

Building Power Nodule

consideration. In all of our work, whether it's about land stewardship actions or building connections to community partners, we are metaphorically (and actually) moving away from channelizing rivers to allowing sinuosity.

As you think about working with communities, government agencies, nonprofits, and perhaps across sectors, consider these questions and share your responses:

- What can I commit to?
- What can my organization commit to?
- What specifically does accountability look like in these commitments?



Agency Truth Sessions

The CLSN has developed a convening model with goals and outputs designed to learn from the past and create a new way of being and working together.

An Agency Truth Session could be organized by any network or agency that wishes to build and share power, and collaborate effectively on tangible goals. The basic outline to organize this convening is described here, but can be adapted in myriad ways.

- Land stewards, Indigenous communities and tribes, EJ advocates, and partners provide input to agencies, state and federal partners, and funders
- Agencies, state and federal partners, and funders are primed through an organized, welcoming process to be in a receptive, listening posture
- In the convening, space is made for reflecting on the legacy and founding purposes of our institutions in order to deconstruct and rebuild them with today's principles as their new foundation
- The overall purpose is to share, listen, and document stories
- The truth sessions can roll up to a future moment of commitment, i.e. working with government leadership to attend truth sessions, document, and co-design a formal commitment around learnings in the form of an administrative order or resolution, a new agreement, or a co-management framework

Learning New Ways of Being

Sometimes we need an initiative, a training, a retreat, a meeting with an agenda. And sometimes, the problems, disconnection, and cultural differences are too complex for those tools alone. This is when we must reach out, find connection, and learn new ways of being. The following prompts are designed to move us past “how-to” models and perfunctory check boxes.

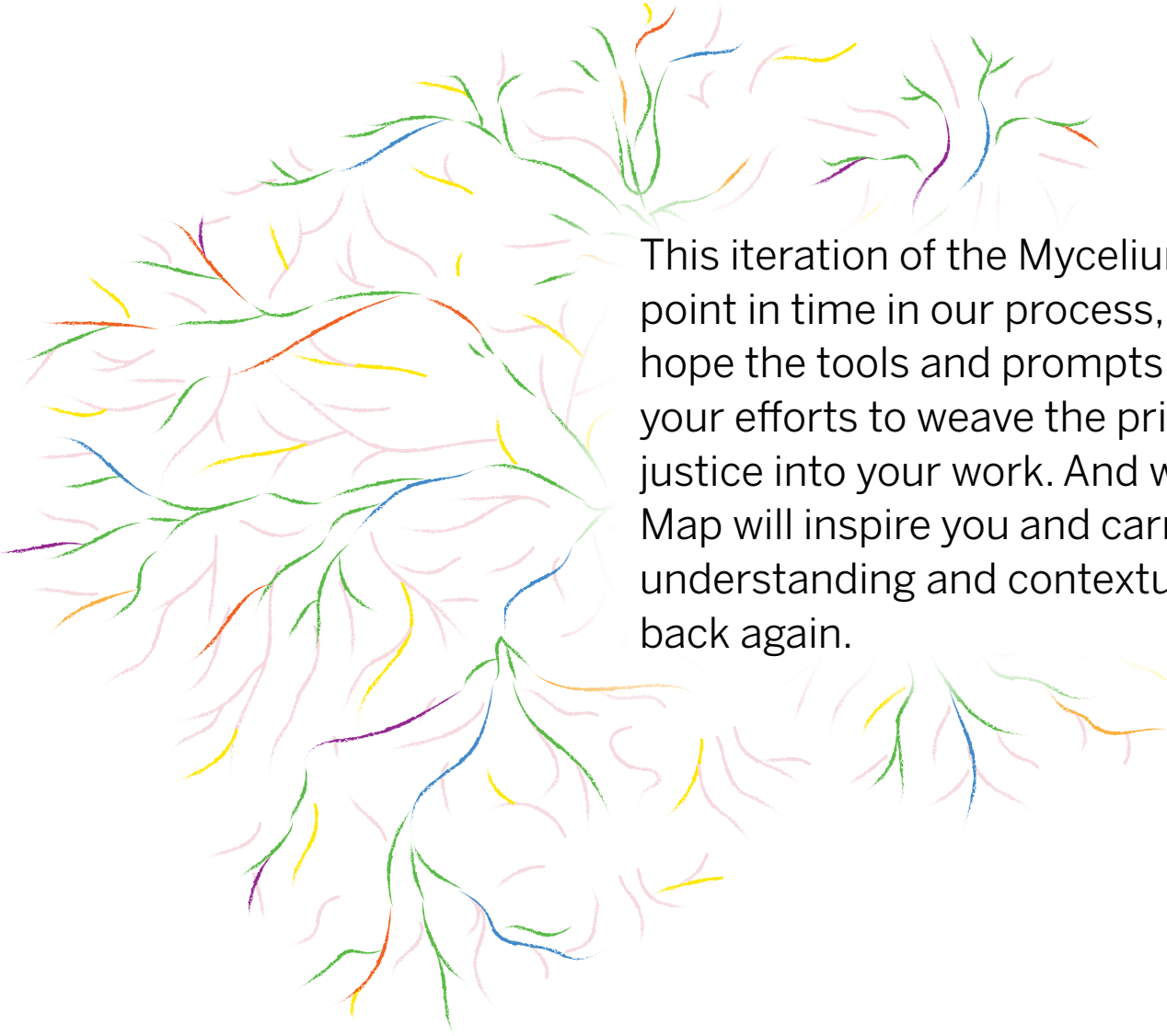
Building power together and creating meaningful change emerges over time through hallway conversations, moments of vulnerability with your colleagues, tentative but intentional steps in a new direction.

As you learn new ways of being, your evolution/revolution will inspire and help catalyze those around you.

[Collaborating Consciously](#) can help along the way.

- What are your ideas for enrolling people/organizations with power and influence in the effort to evolve our work?
- Where are the biggest challenges? Where are the fruitful opportunities and who are your allies?
- What challenging conversations and dynamics are you facing within your organization?

Substrate



This iteration of the Mycelium Map documents one point in time in our process, our theory of change. We hope the tools and prompts in this map can support your efforts to weave the principles of equity and justice into your work. And we hope the Mycelium Map will inspire you and carry you as you move from understanding and contextualizing into action, and back again.

Acknowledgments

The following individuals representing the organizations noted here contributed to the development of the Mycelium Map concept and its component nodules. Mycelium Map words written by Shelana deSilva.

Together, we are working to create a more justice-focused landscape stewardship movement.

Please join us.



Shelana deSilva, José G. González,
Victor Bjelajac, Michela Gentile, Barb Kipreos,
Dr. Kishan Lara-Cooper, Chandni Navalkha,
Yakuta Poonawalla, Becky Rittenburg,
Claire Robinson, Sharon Farrell, Devin Landry,
Laurel Wee

Reading List & End Notes

Healing Severed Connections

<https://josebilingue.medium.com/healing-severed-connections-55352a82365>

Collaborating Consciously

https://calandscapestewardshipnetwork.org/sites/default/files/2021-03/Collaborating_Consciously.pdf

Collaborating Well

<https://www.stewardshipnetwork.org/our-work/collaborating-well/>

Ka'm-t'em: A Journey Toward Healing

<https://kamtem-indigenousknowledge.com/>

Stories of Stewardship

<https://storymaps.arcgis.com/stories/f30f1136ffab44e78d4bf2ca9b4543b3>

Thank you for participating

We would love to hear about your experience of this document as we grow and evolve together.

Contact us

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<https://calandscapestewardshipnetwork.org/JEDI>

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