



# Cultivating Inclusive Communities

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# Shared Learning (Community) Agreements

- **Together we know a lot;** alone we don't know it all.
- **Center People of Color:** We deliberately take action to acknowledge and center people of color, and the diversity that exists within the spectrum of our present-day work, and we give reverence to that strength, resilience and talent without appropriation.
- **Make space: We will invite BIPOC gardeners to speak first. This includes sharing thoughts, ideas, experiences, and asking questions. If time allows, white participants will be invited to share.**
- **Liberation as a focus:** we aim to create a space where people can show up fully in who they are, how they are. We commit to healing, self-awareness and service to others.
- **De-Center Whiteness:** We openly acknowledge the history of oppression in the U.S, and consciously prioritize the leadership of Black, Indigenous, and People of Color, queer and trans people, people with different body sizes, and people living with disabilities.
- **Lean into discomfort,** it's how we grow.
- **Multiple Truths:** We acknowledge that there are multiple and concurrent truths everywhere, all the time. Using the "both/and" framework, we recognize that all truths can exist, support and conflict with each other in the same space.

# Meeting Logistics

- Rev and Closed Captioning
- Zoom Tips on computers
- Zoom Tips on your phone
- No Breakout Rooms
- Zoom Driver





# Reflection Question

I garden because.....





# P-Patch Community Gardens



## Harms in the P-Patch Community Gardens



# Micro-Aggressions

Microaggression is a term used for brief and commonplace daily verbal, behavioral or environmental slights, whether intentional or unintentional, that communicate hostile, derogatory, or negative attitudes toward stigmatized or culturally marginalized groups.

Below are a few of the micro-aggressions faced by Black gardeners, Indigenous gardeners, and gardeners of color

- “Who are you?!”
- “Where are you from? No, where are you really from?”
- “I cannot believe your garden looks so good, I mean, you are so young!”

- “That idea won’t work, we have never done it that way!”
- “Do you even belong here?”
- “I have been here for X years, you can’t do that!”
- Intrusive behaviors and questioning
- Avoidant behaviors



# Bystander Intervention

- Distract
- Delegate
- Delay
- Direct
- Document





# Fostering Inclusion and Belonging

- Understand your lens and biases
- Understand and accept that diverse gardeners have diverse needs, tools, ways of gardening, and what is planted
- Understand and accept there are multiple lived realities
- Welcome others into garden space (even when you do not know them)
- Approach folx with curiosity instead of judgement
- Communicate in a variety of ways
- What else?



# Calling in vs. Calling Out

*Accountability vs. Cancel Culture*

- Halle Berry
- Micheal B. Jordan
- Harvey Wienstien
- Jeffery Epstein

Calling in: If you call someone in, you circle back to a hurtful or oppressive comment they made in private.

Calling out: If you call someone out, **you let them know their comment was hurtful in a public space.**

# Thanks!

Reflections, Invitations,  
Gratitude, and Practice



**Any questions?**

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