

If you have a resource you would like added to this list, please email [dakota@forestguild.org](mailto:dakota@forestguild.org). Thanks!

Resource Name/Title	Hyperlink	Description (quotes taken from websites)
"Accepting a Queer Nature: How queer ecology can make us better conservationists." By Susan McHarris	<a href="#">Link</a>	The Nature Conservancy recently posted an article, "Accepting a Queer Nature," highlighting the importance of a Queer lense while working in the natural world. Read the article written by Susan McHarris.
"Best practices for LGBTQ+ inclusion during ecological fieldwork: Considering safety, cis/heteronormativity and structural barriers" Coon et al. 2023	<a href="#">Link</a>	"Creating fieldwork communities welcoming to LGBTQ+ individuals requires that people and institutions actively counter cis/heteronormativity, take safety precautions in unwelcoming environments, and address barriers that prevent LGBTQ+ people from entering or staying within ecology."
"Breaking the binary: LGBTQ+ Wildlifer Perspective" chapter written by Brenda McComb in <i>Women in Wildlife Science: Building Equity, Diversity, and Inclusion</i>	<a href="#">Link</a>	Coming November 1st, 2022! A free online version will become available (date unknown).
<i>Evolution's Rainbow: Diversity, Gender, and Sexuality in Nature and People</i> by Joan Roughgarden	<a href="#">Link</a>	"In this innovative celebration of diversity and affirmation of individuality in animals and humans, Joan Roughgarden challenges accepted wisdom about gender identity and sexual orientation."
<i>On the Red Hill: Where Four Lives Fell into Place</i> by Mike Parker	<a href="#">Link</a>	" <i>On the Red Hill</i> is that story: of Rhiw Goch, 'the Red Hill', and its inhabitants, but also of a remarkable rural community and a legacy that extends far beyond bricks and mortar. Taking the four seasons, the four elements, the four directions and these four lives as his structure, Mike creates a lyrical but clear-eyed exploration of the natural world, the challenges of accepting one's place in it, and what it can mean to find home."
<i>Queer Ecologies: Sex, Nature, Politics, Desire</i> by Cate Sandilands and Bruce Erickson	<a href="#">Link</a>	"Treating such issues as animal sex, species politics, environmental justice, lesbian space and "gay" ghettos, AIDS literatures, and queer nationalities, this lively collection asks important questions at the intersections of sexuality and environmental studies. Contributors from a wide range of disciplines present a focused engagement with the critical, philosophical, and political dimensions of sex and nature. These discussions are particularly relevant to current debates in many disciplines, including environmental studies, queer theory, critical race theory, philosophy, literary criticism, and politics. As a whole, <i>Queer Ecologies</i> stands as a powerful corrective to views that equate "natural" with "straight" while "queer" is held to be against nature."
<i>Queer Nature: A Poetry Anthology</i> edited by Michael Walsh	<a href="#">Link</a>	"This anthology amplifies and centers LGBTQIA+ voices and perspectives in a collection of contemporary nature poetry."
"A Guide To Gender Identity Terms" by Laurel Wamsey, NPR	<a href="#">Link</a>	"This guide was created with help from GLAAD. We also referenced resources from the National Center for Transgender Equality, the Trans Journalists Association, NLGJA: The Association of LGBTQ Journalists, Human Rights Campaign, InterAct and the American Psychological Association. This guide is not exhaustive, and is Western and U.S.-centric. Other cultures may use different labels and have other conceptions of gender."

<p>"Gender Inclusive Communications Guidance" USDA</p>	<p><a href="#">Link</a></p>	<p>"The use of inclusive language in communication symbolizes USDA's commitment to the values of equity and equal opportunity for employees and those we serve. This guidance may be applied to any type of communication, whether it is oral or written, formal or informal, or addressed to an internal or external audience."</p>
<p>"How to Use Gender-Neutral Language at Work and in Life"</p>	<p><a href="#">Link</a></p>	<p>"Gender-neutral language is simply a way of talking about people without assuming their gender. For example, it's referring to someone you don't know as 'they' rather than using the pronoun 'he' or 'she,' or addressing a group as 'everyone' rather than saying, 'Hey, guys.'"</p>
<p>"Two Spirit Resources" by Indigenous New Hampshire Collaborative Collective</p>	<p><a href="#">Link</a></p>	<p>"The term "Two Spirit" is a modern, pan-Indian, umbrella term used by some Indigenous peoples to describe those who fulfill a third gender ceremonial and social role in their cultures. Two Spirit was widely adopted in the 1990s to encompass the various non-binary gender identities and expressions among Indigenous peoples today. Its abbreviation is 2S as seen in LGBTQ2S+."</p>
<p>"What Are Microaggressions?"</p>	<p><a href="#">Link</a></p>	<p>"These sentiments are known as 'microaggressions.' While the prefix 'micro' means small, these slights or insults can be quite devastating for the people who're on the receiving end of them. Cleveland Clinic's interim Executive Director of the Office of Diversity &amp; Inclusion, Diana Gueits, breaks down the different forms of microaggressions and shares tips for how to respond to them."</p>
<p>Field Inclusive's Resource Page</p>	<p><a href="#">Link</a></p>	<p>"We strive to offer tangible and actionable improvements in field research issues related to justice, equity, diversity, and inclusion (JEDI). This includes readily available resources that dedicated organizations and institutions can use in order to promote a safer environment for ALL researchers."</p>
<p>The Genderbread Person</p>	<p><a href="#">Link</a></p>	<p>"A teaching tool for breaking the big concept of gender down into bite-sized, digestible pieces."</p>
<p>"Queer Ecology" essay by Cate Sandilands</p>	<p><a href="#">Link</a></p>	<p>"The term 'queer ecology' refers to a loose, interdisciplinary constellation of practices that aim, in different ways, to disrupt prevailing heterosexist discursive and institutional articulations of sexuality and nature, and also to reimagine evolutionary processes, ecological interactions, and environmental politics in light of queer theory."</p>

Queer Mobilization Fund	<a href="#">Link</a>	"The Queer Mobilization Fund (QMF) was created in 2016 as a rapid response fund to support community mobilizations and projects that advance Queer and Trans liberation in the wake of NC House Bill 2 (HB2). The longterm vision and purpose of this fund is to support queer and trans people of color on the frontlines of struggles for freedom + liberation and to build power for and within queer communities. Many queer and trans people of color recognize the legacy of slavery, genocide, and violence that made HB2 possible. It is with this reflective lens that illuminates our histories and inspires change in our realities, that supporting queer and trans people of color organizing to reclaim our futures is centered in our funding efforts."
LGBTQ Archive of Jackson County, Western Carolina University	<a href="#">Link</a>	"The Western Carolina University LGBTQ Archive: Jackson County Collection was established in Fall 2019 with the collection of Western North Carolina drag performer oral narratives by Sarah Steiner, head of research and instruction services and associate professor, Hunter Library. In Spring 2019, Dr. Travis A. Rountree, assistant professor of English and Dr. Erin Callahan, associate professor of English, joined Steiner in the writing of a successful Provost Grant that has allowed them to expand the archive with the help of WCU undergraduate students....Dr. Callahan will work to transcribe and analyze many of the spoken artifacts in order to explore the sociolinguistic characteristics of queer Appalachian speech to begin the process of providing scholarly context for the archive."
Maine's Queer History, University of Southern Maine	<a href="#">Link</a>	"This collection, part of the Jean Byers Sampson Center for Diversity in Maine, consists of collections of personal papers and archives of organizations active in the LGBTQ+ communities of Maine. The manuscript collections date from the 1970s to the present."
Queer job board by Pattie Gonja and Red Fong	<a href="#">Link</a>	"This job board is a collaboration between Pattie Gonja and Red Fong (they/them). It was launched in June 2021 to get queer folks hired in the environmental and outdoor industries!"
500 Queer Scientists	<a href="#">Link</a>	"A visibility campaign for LGBTQ+ people and their allies working in STEM and STEM-supporting jobs — a group that collectively represents a powerful force of scientific progress and discovery. 1,726 stories and counting...."
Campus Pride	<a href="#">Link</a>	"Campus Pride represents the leading national nonprofit 501(c)(3) organization for student leaders and campus groups working to create a safer college environment for LGBTQ students."
Gender Inclusivity, Visibility and Employee Resource Group, better known as the GIVER Group	<a href="#">Link</a>	"The GIVER Group is a collection of like-minded and passionate people who have come together to make the Forest Service a more welcoming and inclusive place. With transgender, non-binary, gay, lesbian, straight and all sorts of diverse kinds of queer employees, we're the place where people can come together, no matter where they're physically located."

Movement Advancement Project (MAP)	<a href="#">Link</a>	"MAP is an independent, nonprofit think tank. We work to create a thriving, inclusive, and equitable America where all people have a fair chance to pursue health and happiness, earn a living, take care of the ones they love, be safe in their communities, and participate in civic life."
Out in the Field - The Wildlife Society	<a href="#">Link</a>	<a href="https://wildlife.org/wp-content/uploads/2020/06/Out-in-the-field-Pledge-business-card-final-1.pdf">"The OITF Initiative was started in 2019 to make LGBTQIA+ TWS members more visible so that we can support and mentor each other, and work with our allies to foster a more inclusive, welcoming culture where diversity of all kinds is clearly embraced. OITF has three simple goals: (1) to increase visibility of LGBTQIA+ wildlifers in TWS, (2) to build a community of LGBTQIA+ wildlifers, and (3) to identify ways to support LGBTQIA+ wildlifers, including students, in the wildlife profession. OITF is housed within the Inclusion, Diversity, Equity and Awareness Working Group." OITF Pledge Card: https://wildlife.org/wp-content/uploads/2020/06/Out-in-the-field-Pledge-business-card-final-1.pdf</a>
Queering the Map	<a href="#">Link</a>	Queering the Map is a community generated counter-mapping platform for digitally archiving LGBTQ2IA+ experience in relation to physical space.
Rainbow Canopy Network (Forestry England)	<a href="#">Link</a>	"...an LGBTQ+ supporters network - to champion and support lesbian, gay, bisexual, transgender and questioning staff across the business. It's open to everyone and it's becoming a great place to share ideas and think about how we can welcome, support and celebrate people of all sexual orientations and gender identities."
Stonewall (UK network)	<a href="#">Link</a>	"We are a team of bold, passionate people fighting for the freedom, equity and potential of LGBTQ+ people everywhere."
Them	<a href="#">Link</a>	"Them is the award-winning authority on what LGBTQ+ means today — and tomorrow. From in-depth storytelling on the fight for LGBTQ+ rights to intimate profiles of queer cultural vanguards, it's a platform for all of the bold, stylish, and rebellious ways that LGBTQ+ people are reshaping our world every day."
Nomenus Wolf Creek Sanctuary	<a href="#">Link</a>	"Nomenus Wolf Creek Sanctuary is a place for Radical Faeries and friends to explore and co-create radical Queer spirituality, culture, and community. The Sanctuary serves a diverse regional community of Queer and Queer-affiliated people by hosting gatherings and ceremonies, offering hospitality to visitors, and stewarding the land as a collective resource."

Free to Grow in Forestry - Podcast by Canadian Institute of Forestry and Centre for Social Intelligence	<a href="#">Link</a>	"Today's forest sector is changing, and many organizations are making strides toward implementing inclusion and diversity measures and recruiting underrepresented groups (such as women, Indigenous peoples, new Canadians, 2SLGBTQ+, visible minorities, and people living with disabilities). But, there's more work to be done. Join the Canadian Institute of Forestry and the Centre for Social Intelligence as we hear from a variety of experts, individuals, and organizations across the forest sector and beyond sharing their stories and experiences on inclusion and diversity in forestry. Together, we can move #ForestryForward."
"LGBTQ crisis and support resources"	<a href="#">Link</a>	"If you or someone you know is experiencing mental health distress and/or is in crisis, support is available. Here is a list of LGBTQ crisis hotlines and support resources."
"What's Required to Change the Gender Marker on My Driver's License?" (In Oregon)	<a href="#">Link</a>	"Now, any Oregonian can change their gender designation on their driver license and IDs by simply requesting a new or replacement ID...."
Refuge Restrooms	<a href="#">Link</a>	"Refuge Restrooms is a web application that seeks to provide safe restroom access for transgender, intersex, and gender nonconforming individuals. Users can search for restrooms by proximity to a search location, add new restroom listings, as well as comment and rate existing listings."
Strands For Trans (Trans-friendly barbershops and salons)	<a href="#">Link</a>	"Strands For Trans is bringing gays, straights, women, men, anyone, together to create more trans-friendly barbershops and hair salons. Join in and let's help this community feel welcome."
TransFriendly	<a href="#">Link</a>	"Find transgender friendly businesses that have pledged to welcome their transgender and non-binary customers."
"A Queer Hunter Reflects on Coming Out" by Joshua Morse	<a href="#">Link</a>	This article in Outside tells the story of Joshua Morse's experience coming out in his hunting community.
"Alex Navarro, PhD: 'Life is on a spectrum'" By Liz Galst	<a href="#">Link</a>	This article for The Nature Conservancy (TNC) interviews Alex Navarro, conservation and outreach manager at TNC's Mashomack preserve, on his experience as a transgender ecologist at TNC.
"An Outflowing of Support for LGBTQ+ Wildlifers" by David Frey	<a href="#">Link</a>	"What began as a middle-of-the-night inspiration became an eye-opening The Wildlife Professional article that inspired an initiative for LGBTQ+ inclusion in the wildlife profession. Travis Booms figured if 40 people showed up for Monday's Out in the Field LGBTQ+ Visibility Lunch Social at the 2019 AFS and TWS joint conference, it would be a success. Instead, organizers estimate about three times as many showed up, overflowing the meeting room, many of them sporting "ALL ARE WELCOME!" badges and TWS rainbow pins."
"Breaking the Binary: Incorporating Diversity and Inclusion in Natural Resources" By Miranda Lorenc	<a href="#">Link</a>	"The life of trans people is a continual series of attacks in the news media and it weighs heavily, continually, said Dr. Brenda McComb during a recent seminar in the Quinney College of Natural Resources on incorporating diversity and inclusion in natural resources."

<p>"Caught in the Krause-Fire" by E. Krause</p>	<p><a href="#">Link</a></p>	<p>This article for the Society of American Foresters (SAF) tells the story of E. Krause's experience working as a wildland firefighter and university student.</p>
<p>"I Am One of You : A Gay Wildlife Biologist's Perspective on our Profession" By Travis Booms</p>	<p><a href="#">Link</a></p>	<p>"My goal in this essay is really quite simple. It is to say that I am one of you and that LGBTQ biologists work in every agency, every region and every state. And we are also sitting in every undergraduate and graduate wildlife biology class. If you take statistical probability seriously — and I presume that 100 percent of you do — essentially every person reading this commentary knows at least one, and likely many more, LGBTQ wildlife professionals. If you don't, we simply are not out to you."</p>
<p>"Marine Science Pride: The Significance of Representation in the Workplace"</p>	<p><a href="#">Link</a></p>	<p>"October is LGBTQIA2S+ (Lesbian, Gay, Bisexual, Transgender, Intersex, Asexual, Aromatic, Agender, Two-Spirit, plus) History Month in the United States. As a marine biologist and member of the LGBTQIA2S+ community, I publicly came out in 2016. Since then, I have been navigating coming out in the workplace. As a graduate student, I'm using this time to practice being an "out" marine biologist"</p>
<p>"November student voice – Zoe Kaminsky, Wisconsin" by Zoe Kaminsky</p>	<p><a href="#">Link</a></p>	<p>"Zoe Kaminsky received their B.S. in forest management from Colorado State University and has three years of combined experience in utility vegetation management and cross-boundary stakeholder collaboration. Now, Zoe is pursuing their M.S. in natural resources at University of Wisconsin – Stevens Point (UWSP) and is the Wisconsin Forestry Center's (WFC) first graduate research assistant."</p>
<p>"Wild Side: How a trans forest ranger found herself in the Adirondacks" by Emily Russell</p>	<p><a href="#">Link</a></p>	<p>This article/recording in North Country Public Radio (NCPR) tells the story of Robbi Mecus as she made a career for herself as a forest ranger and came out as a transgender woman in her work community.</p>
<p>"Wildlife Vocalizations: Abi Fergus" by the Wildlife Society</p>	<p><a href="#">Link</a></p>	<p>"As I pursued my graduate education in carnivore coexistence, I stumbled into this place of no longer being able to bury my queerness."</p>
<p>"Rangers at Muir Woods Interpret Queer Woods"</p>	<p><a href="#">Link</a></p>	<p>"Brave and scholarly LGBTQ interpreters at Muir Woods teach some conservation history and ecology invoking controversy. Is it what they say? Is it how they say it? Maybe for some? But for others it might be an eye-opening because of the theme they might have been going for (the best ones are super subtle you guys) and the subsequent Cohesive Development of Relevant Ideas (CDRIs) that are totally in your face."</p>
<p>Cate Sandiland's recorded lectures on Queer Ecology and other topics</p>	<p><a href="#">Link</a></p>	<p>Cate Sandiland's recorded lectures on Queer Ecology and other topics</p>
<p>Field Inclusive's YouTube Channel</p>	<p><a href="#">Link</a></p>	<p>(coming soon) Recorded webinars on topics like field safety, challenging stereotypes, field work with disabilities, mental health, and more!</p>

Venture Out Short Film: "REI Presents: Venture Out"	<a href="#">Link</a>	"The Venture Out Project ( <a href="https://www.ventureoutproject.com">https://www.ventureoutproject.com</a> ) is an organization dedicated to creating inclusive spaces for the marginalized queer community to enjoy the beauty and fun of the wilderness together. Through their backpacking and wilderness trips, participants forge lifelong bonds and make unforgettable memories."
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