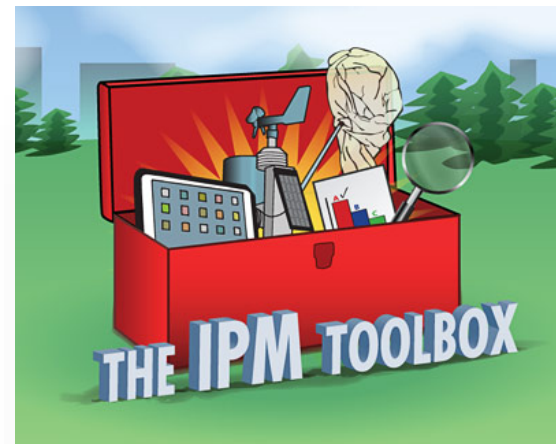


Non-traditional Areas for IPM Careers and the Associated Challenges for 2SLGBTQIA+ Individuals in Pursuing Them

Ryan Gott, PhD
Longwood Gardens



Northeastern
IPM
Center

December 7, 2022



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United States
Department of
Agriculture

National Institute
of Food and
Agriculture

Webinar Details



Live Transcription



A recording of this webinar
will be available within a
week at



[http://www.neipmc.org/go/ip
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We Welcome Your Questions

Please submit a question at any time using the Q&A feature to your right at any time

If you'd like to ask a question anonymously, please indicate that at the beginning of your query.



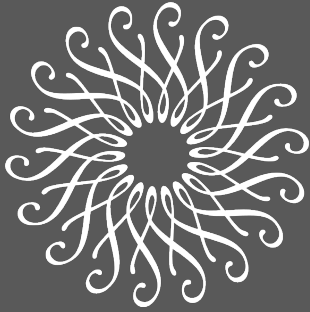
*Webinar
Presenter*

Dr. Ryan Gott
Fellow
Longwood Gardens



*Some
Questions
for You*





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Ryan Gott, PhD | December 7, 2022

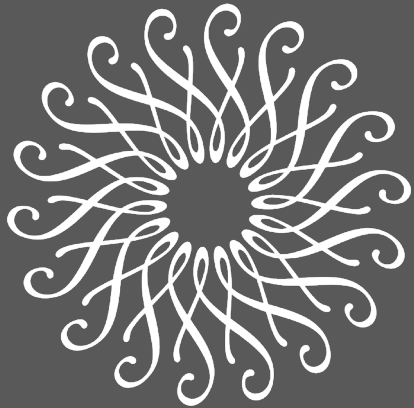
*Non-traditional Areas for IPM Careers and the
Associated Challenges for 2SLGBTQIA+
Individuals in Pursuing Them*

*Land Acknowledgment**

For centuries, the land now known as the greater Philadelphia region was home to and cared for by native peoples. These include the Lenni-Lenape People of Lenapehoking and the Poutaxat (Delaware Bay). We recognize these Tribes' strength and history of resistance to colonization. We know that our modern systems of growing food and owning property are built on the stolen land of Indigenous peoples, the enslavement of African peoples, and the genocide of both Native and Black communities and cultures.

These violent acts continue to impact Black and Indigenous communities today. We must understand and name these realities. We must acknowledge how they influence who has power over land and food in the Philadelphia region. Black and Indigenous communities have deep knowledge and innovation in agriculture, science, technology, and land stewardship but have been ignored or erased in the documentation of the collective knowledge in these and other areas. We must call on one another to work to right these historic and ongoing injustices.

*not an official statement. Adapted from Farm Philly.



Introductions

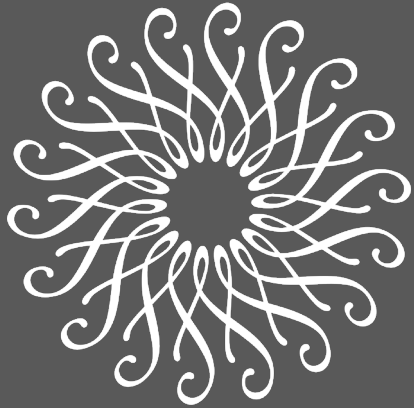
- Systems-thinking, nature-loving gardener from Indiana
- Previously at Phipps Conservatory & Botanical Gardens and Maitri Genetics in Pittsburgh
- Currently a Fellow at Longwood Gardens



Our time today

- A talk in two parts:
 - Non-traditional areas for IPM careers
 - Public gardens
 - *Cannabis* industry
 - The 2SLGBTQIA+ community in IPM
 - Barriers to those careers





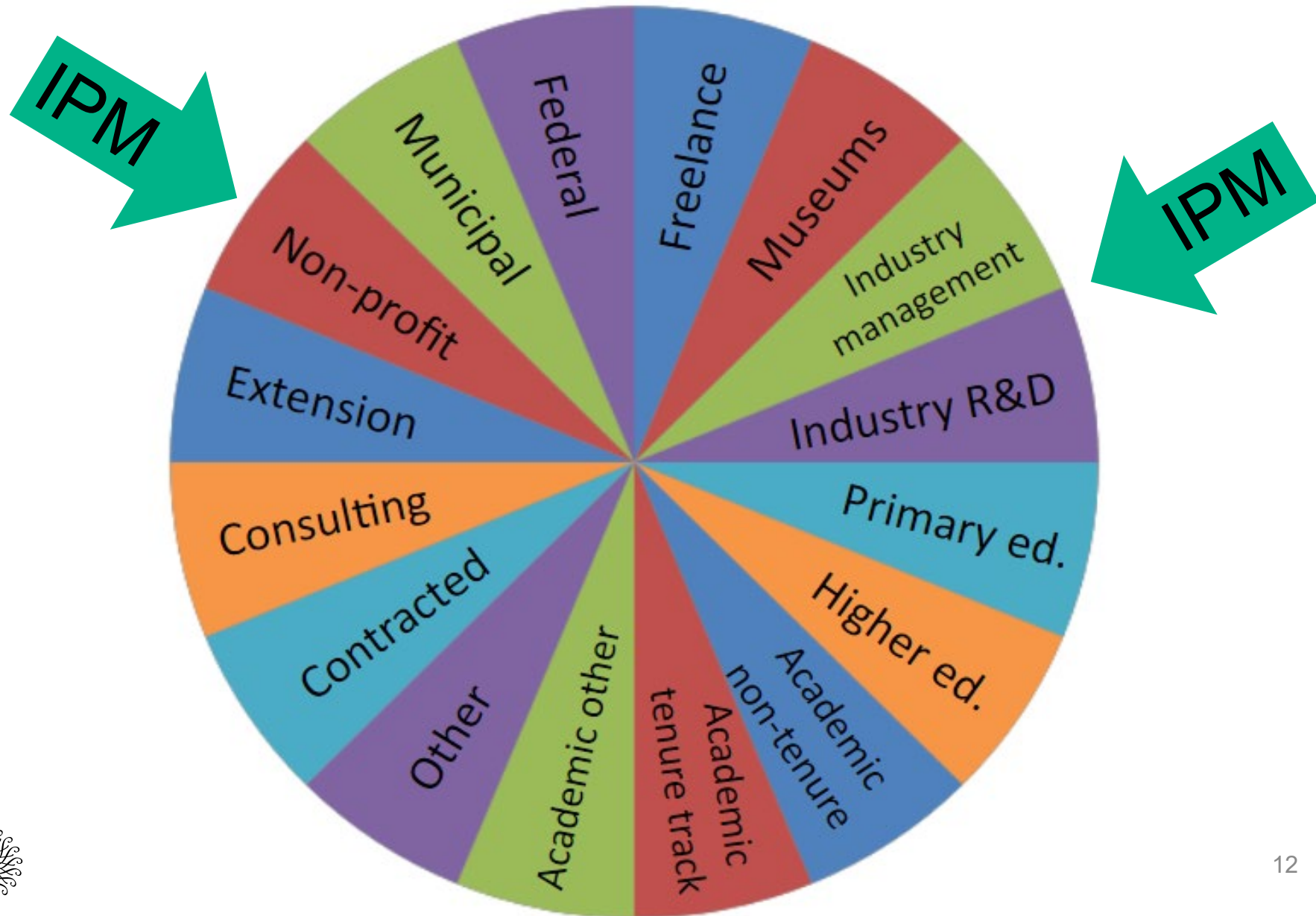
Part I

Non-traditional areas for IPM careers

IPM careers

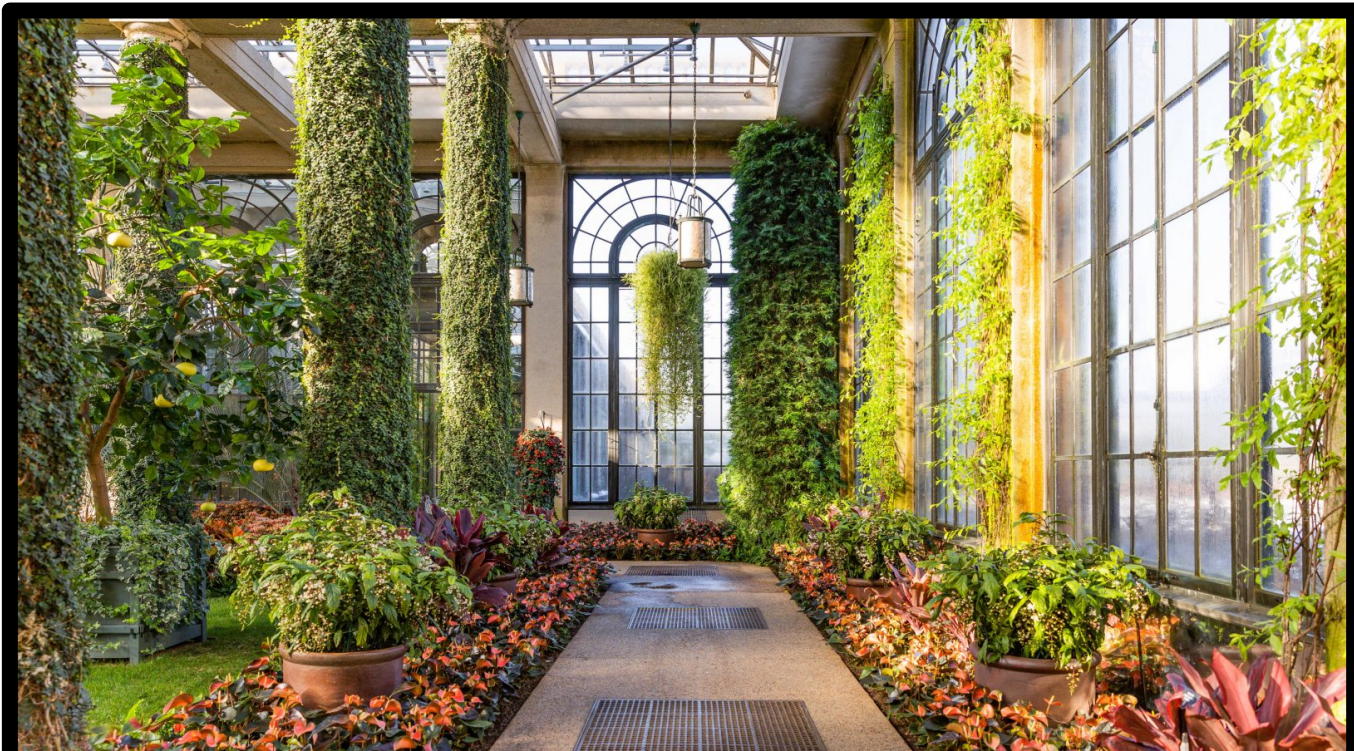


IPM careers



Non-profit public gardens

APGA: “A public garden is an institution that maintains collections of plants for the purposes of public education and enjoyment, in addition to research, conservation, and higher learning. It must be open to the public and the garden's resources and accommodations must be made to all visitors.”



Becca Mathias



My experience in a garden

- Associate Director of IPM
- 14 glass rooms, 13 acres, 8 greenhouse ranges, 3 office buildings, 3 kitchens, 2 classrooms
- Managing horticultural staff — — — — —
- Delivering training across departments
- IPM for:
 - Plants (plus other health care)
 - Urban
 - Structural





Paul g. Wiegman







Engage in much more than IPM

- Adult education, kids' camps, live butterfly exhibit, interpretive signage, accreditation talks, outreach, media, and more

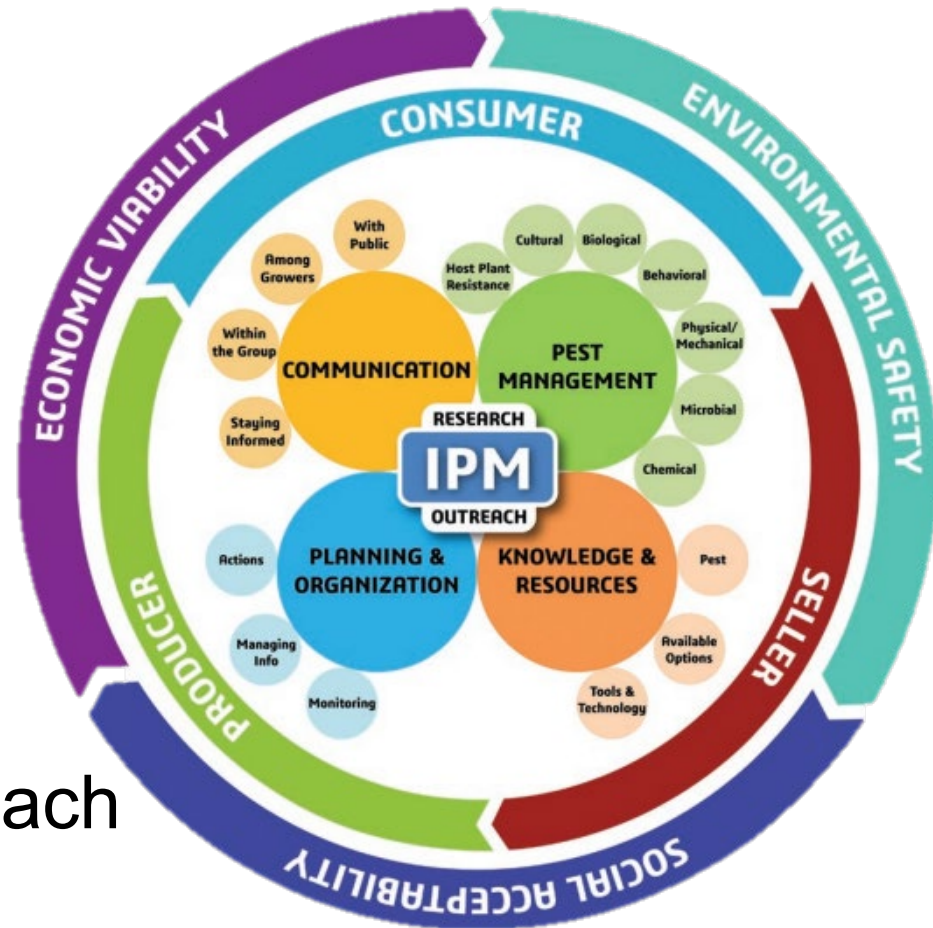




Paul g. Wiegman

The Cannabis industry

- Made a pivot from non-profit to for-profit
- IPM takes a new heightened sense – regulated as medicine
- Takes a very strong systems-thinking approach to integrate all the interacting processes and people



Dara 2019 The
New IPM Paradigm



Challenges

- Product is highly inspected and tested
 - By the state... and by the patient!
- Almost all traditional chemical methods of management are not available (in PA)
 - Rely nearly solely on the synergy of other tactics and on the behaviors of employees
 - Restrictions vary by state, so advice is hard to seek



Getty Images



“Thrips”





© oronet.commander, 2009

Mealybugs sucking sap from a stem

Opportunities

- A career in *Cannabis* IPM can branch into many other paths
 - Overall plant health care
 - Education and training
 - Biosecurity
 - Policy and compliance
 - Safety
 - Quality management
 - R&D
 - Consulting

TheTrainingArcade.com



Where I am now

- Longwood Fellows Program
 - Competitive 13-month immersive residential program that develops high-potential candidates for high-performing executive careers in non-profit horticulture

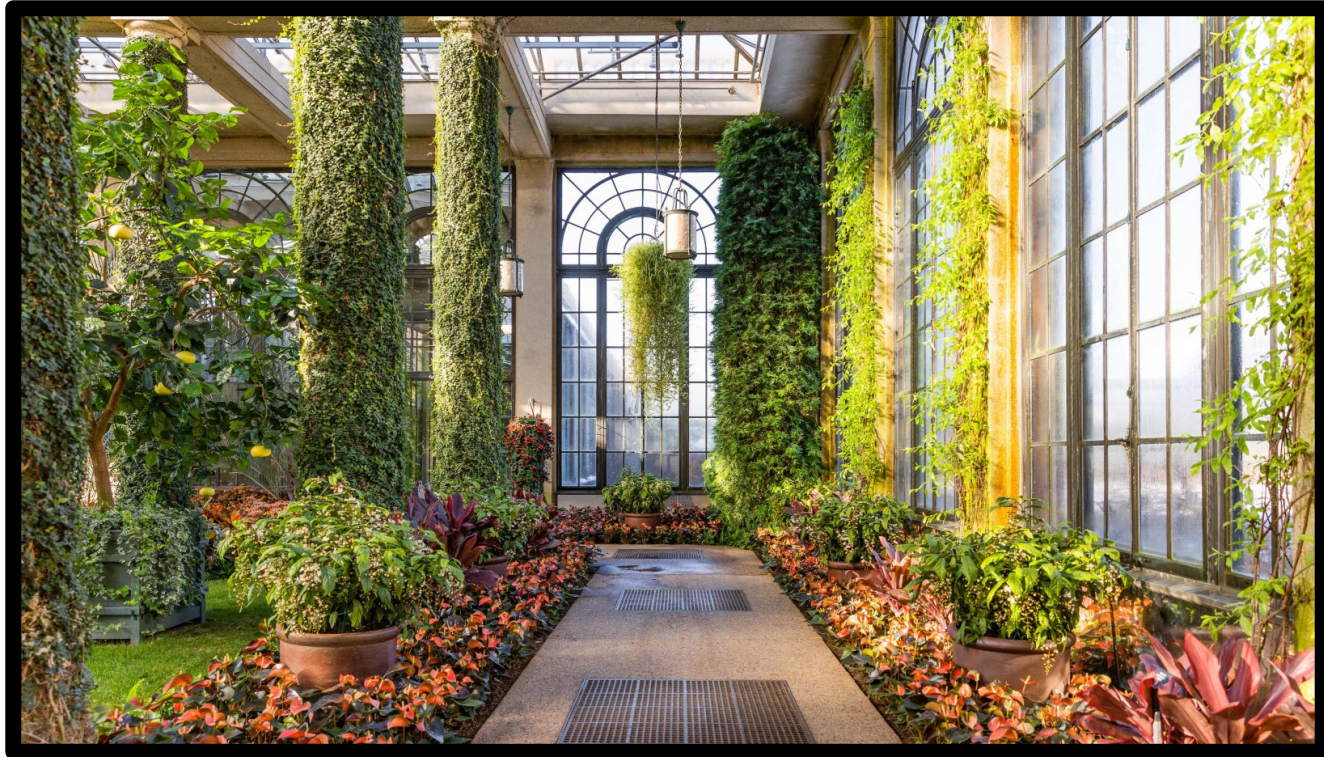


Carlos Alejandro



QUESTIONS?

Becca Mathias

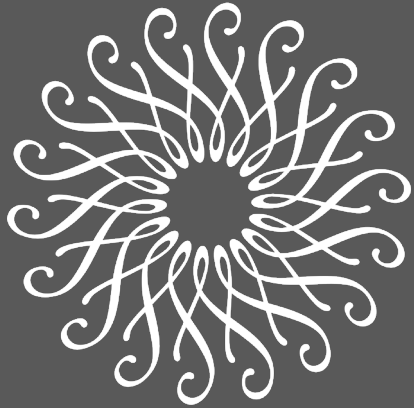


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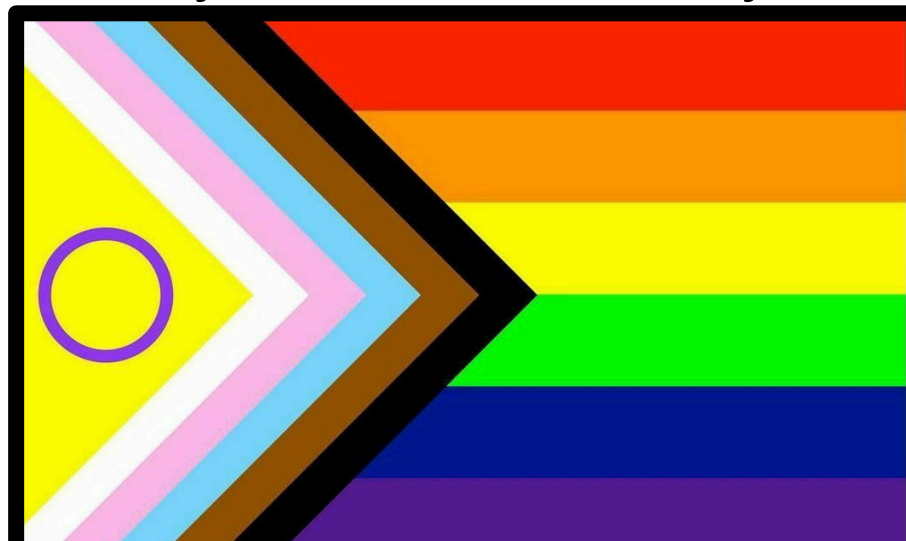


Part II

Considering the 2SLGBTQIA+
community in IPM careers

First some clarity and a disclaimer

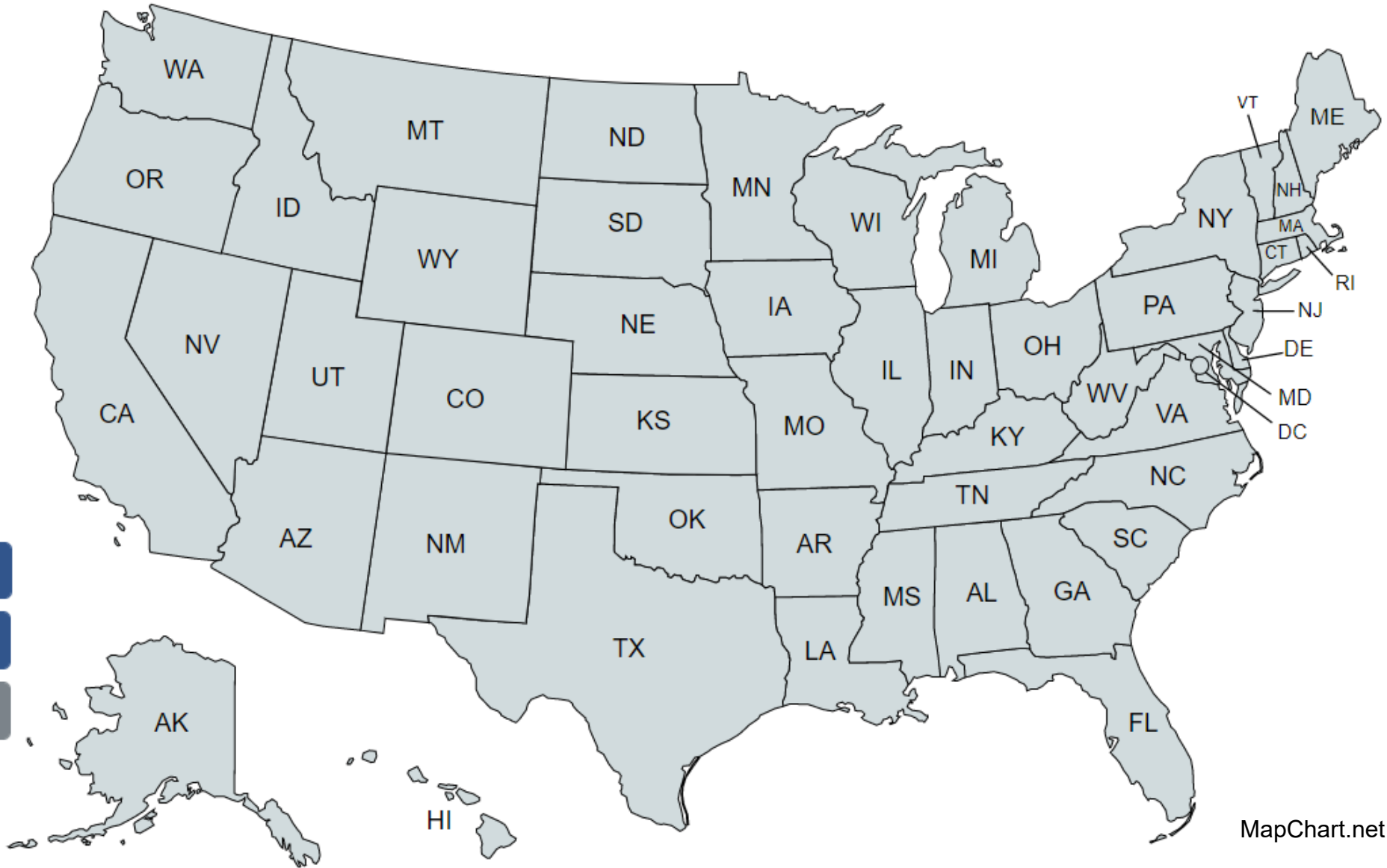
- What is 2SLGBTQIA+? (Henceforth, “community”)
- What is intersectionality?
- No one part is homogenous, just as the larger community is not
 - This will contain my own personal story, so it cannot be generalized to others; I do not and cannot speak for the entire extremely diverse community



Them.us



The real start to my career journey



MapChart.net



Anti-Black, gay, Asian bias fuel California hate crime surge

The state's attorney general said "the epidemic of hate we saw spurred on during the pandemic remains a clear and present threat."

'No One Should Go Through This': 6 Years Later, the Pulse Nightclub Shooting Still Haunts Survivors, Families

On June 12, 2016, a shooter opened fire at Pulse Nightclub in Orlando, killing 49 people and injuring 53 others.

By **Steve Helling** | Published on June 12, 2022 06:01 PM

Pride events targeted in several states as LGBTQ threats, violence rise

Extremism trackers say political hate speech is fueling a rise in demonstrations and violence targeting LGBTQ communities

By **Hannah Allam**

June 17, 2022 at 7:00 a.m. EDT

HUMAN RIGHTS WATCH



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Qatar: Security Forces Arrest, Abuse LGBT People

Discrimination, Ill-Treatment in Detention, Privacy Violations, Conversion Practices

2018: 19 bills

2021: 131 bills

2019: 25 bills

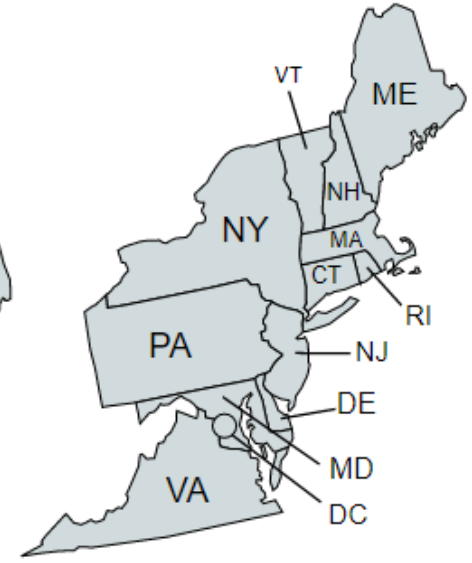
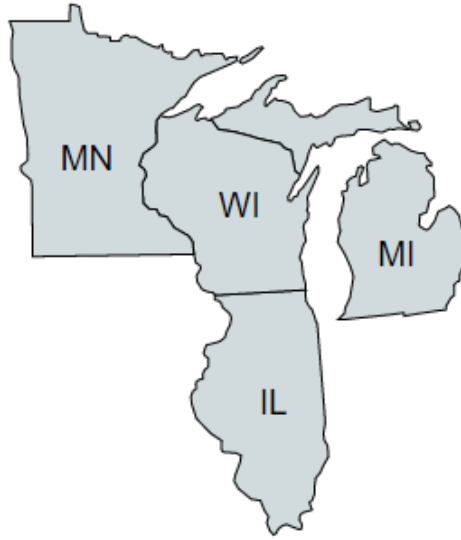
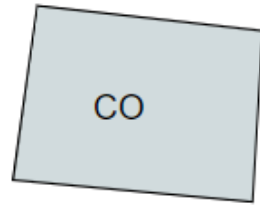
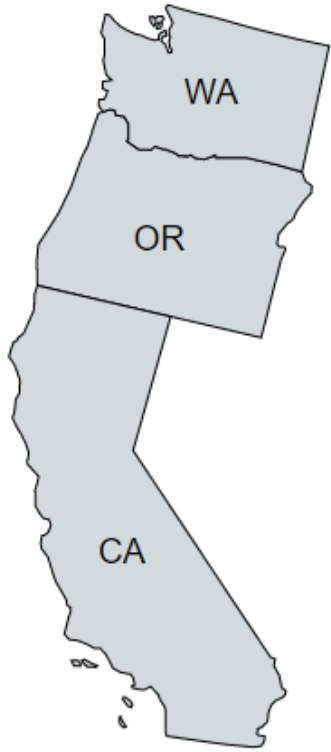
2022: 155 bills

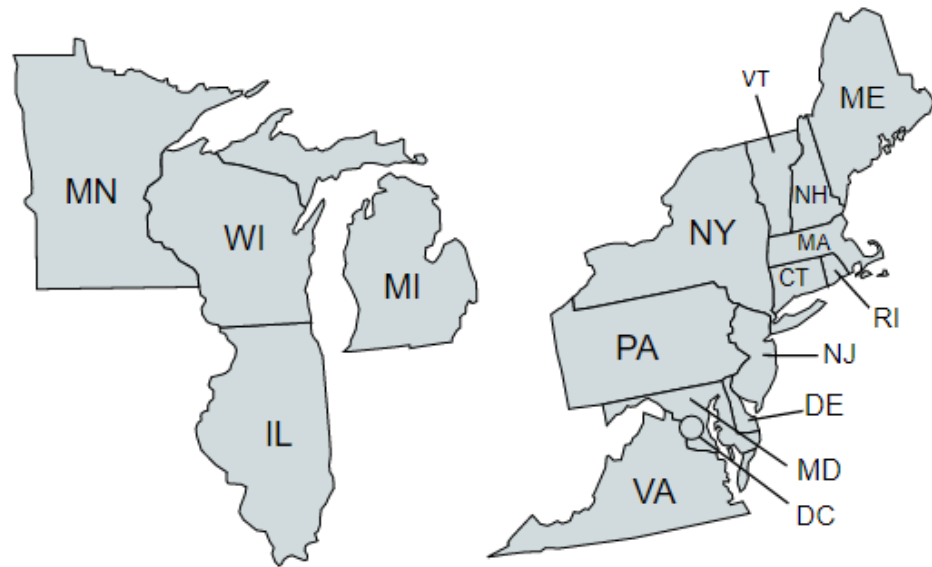
2020: 60 bills

Anne Branigin and
N. Kirkpatrick. The
Washington Post.
October 14, 2022

Anti-trans laws are on the rise.





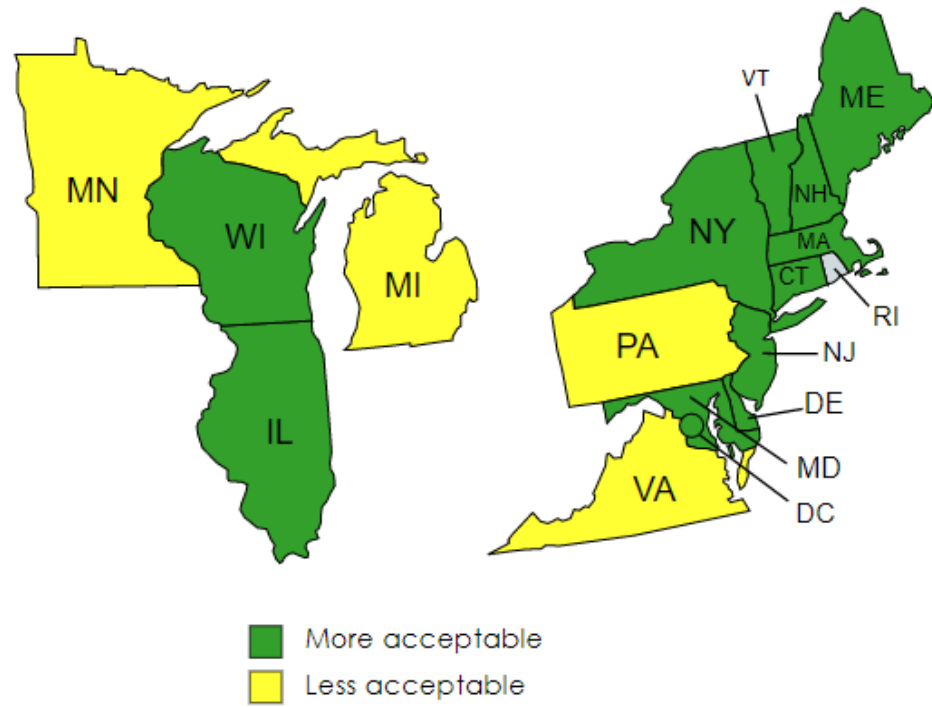


UI

5

C





More acceptable
Less acceptable



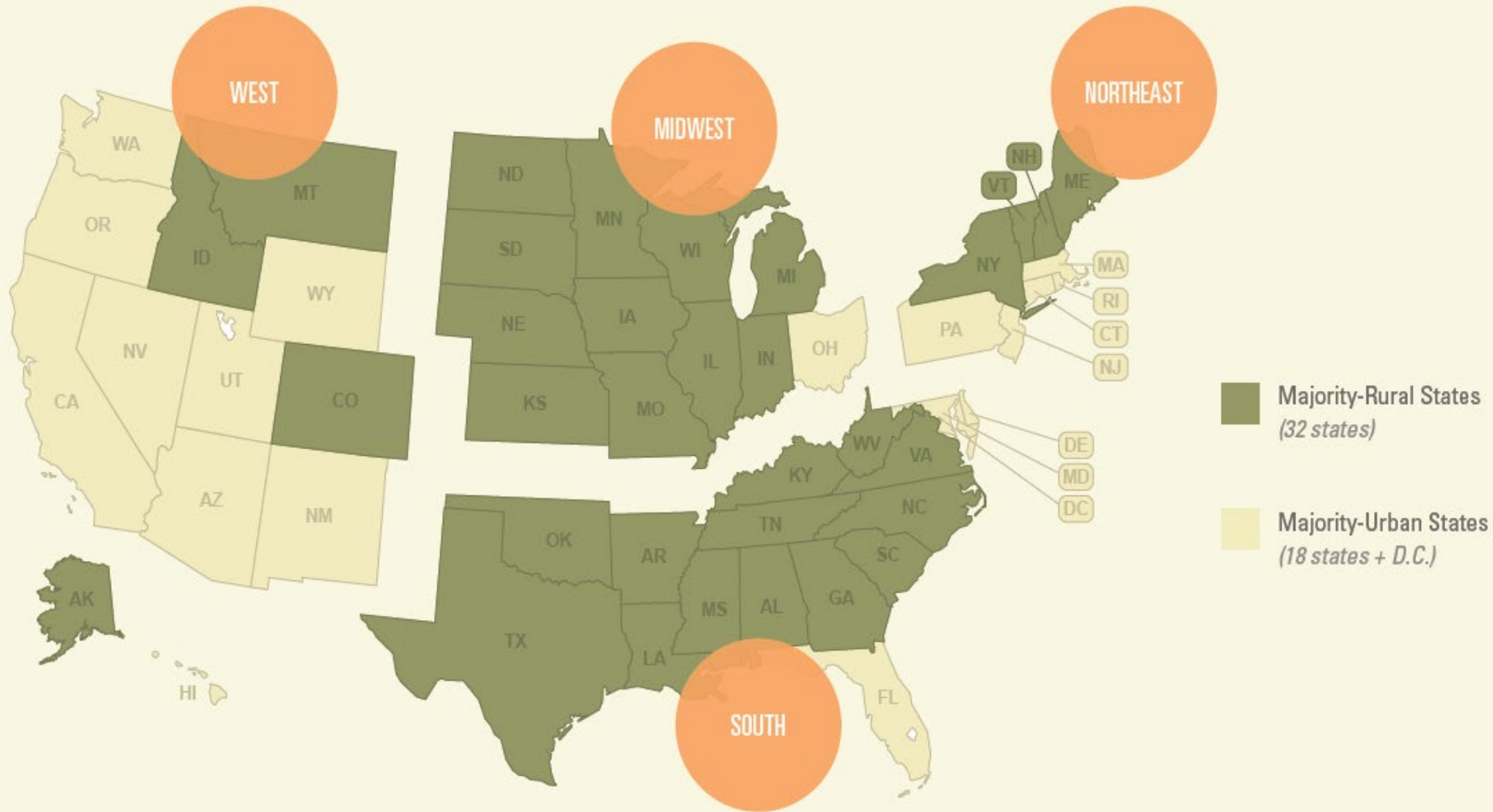
Not an uncommon story

- A 2019 report by the Movement Advancement Project:
 - Rural areas are more diverse than imagined, but also less supportive of the community
 - Community members are more vulnerable to discrimination
- Current political climate is highly divided and, overall, aggressively negative towards the community



Figure 1: Majority of U.S. States Are "Majority-Rural"

States Where, in a Majority of Counties, The Majority of Residents Live in Rural Areas



Source: Majority-rural determination based on Census data. Regions based on Census 4-region division.



STRENGTHS, STRUCTURES, AND CHALLENGES: HOW RURAL LIFE AMPLIFIES THE IMPACT OF ACCEPTANCE AND REJECTION



INCREASED VISIBILITY

Fewer people in rural communities means any difference is more noticeable.



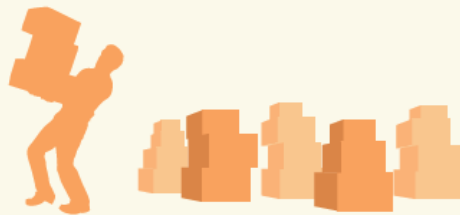
RIPPLE EFFECTS

When communities are tightly interwoven, rejection and acceptance in one area of life (such as church) can ripple over into others (such as work or school).



FEWER ALTERNATIVES

In the face of discrimination, the already limited number of rural service providers can be limited even further.



LESS SUPPORT STRUCTURE

More social and geographic isolation means less ability to find supportive resources, build supportive community, and endure challenges or discrimination.

IMPACTING MANY AREAS OF LIFE:



Family, Faith, & Community



Education



Employment & Economic Security



Housing & Homelessness



Public Places & Businesses



Health Care



Legal System



SOCIAL & POLITICAL LANDSCAPE: RURAL LGBT PEOPLE ARE MORE VULNERABLE TO DISCRIMINATION



LESS SUPPORTIVE PUBLIC OPINION

Rural residents are less likely to know LGBT people and less supportive of LGBT policies. However, many rural residents—especially rural people of color, women, and younger people—support LGBT policies.



FEWER LEGAL AND POLICY PROTECTIONS

Rural states are less likely to have vital protections and laws for LGBT people. They are also more likely to have harmful, discriminatory laws.



LESS POLITICAL POWER

In rural areas, there are fewer LGBT elected officials, fewer LGBT-supportive resources that can help make political change, and political organizing is more difficult due to geographic isolation and other factors.

Movement Advancement Project. 2019.
Where We Call Home: LGBT People in
Rural America. www.lgbtmap.org/rural-lgbt



Back to finding an IPM career

- 29% of gardens classify themselves as being in rural or mixed immediate areas (APGA 2020)
- 57% of gardens are in majority rural states (APGA 2020)
- Much of traditional agriculture takes place in rural areas due to space demands
- Given barriers discussed... how do community members engage in careers in these places?

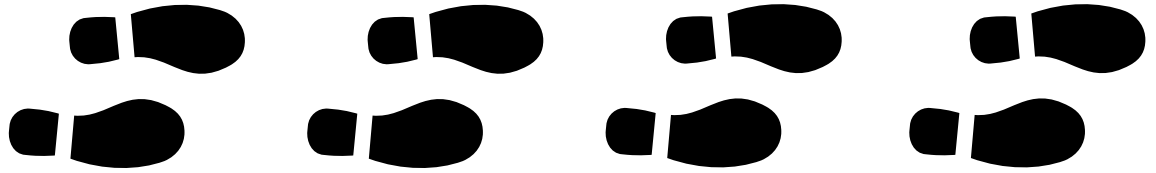


Community members want a place to call home

- Community members who grow up in rural areas generally wish to stay there – it's home
- No one should have to choose between basic rights and protections and the place they work and call home, whether it's where they grew up or not



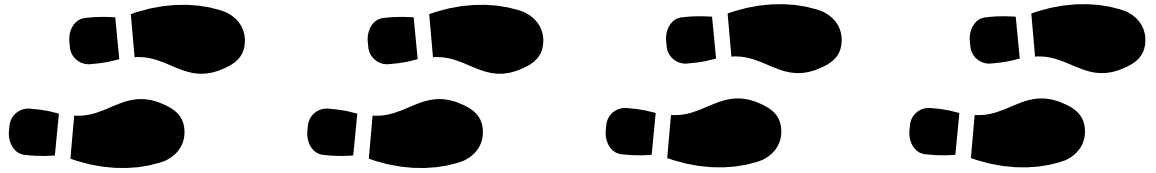
Next steps



- First and foremost, continue seeking to educate yourself; put in the work
 - Both about others and on your own biases, including unconscious biases
- Continue to include, listen to, and value diverse voices – seek diversity and sensitivity consultants for your organization
 - Compensate those who put time and energy into helping you

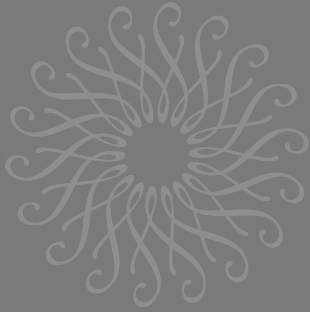


Next steps



- Develop and champion an IDEA policy
 - Reflection: do we reflect our values?
- Find allies for your change – you don't have to go it alone!
- Advocate in your community, county, state, federal representation





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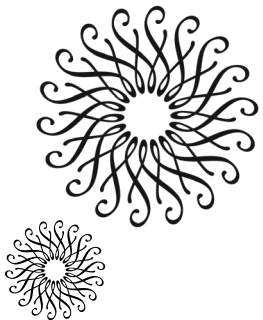
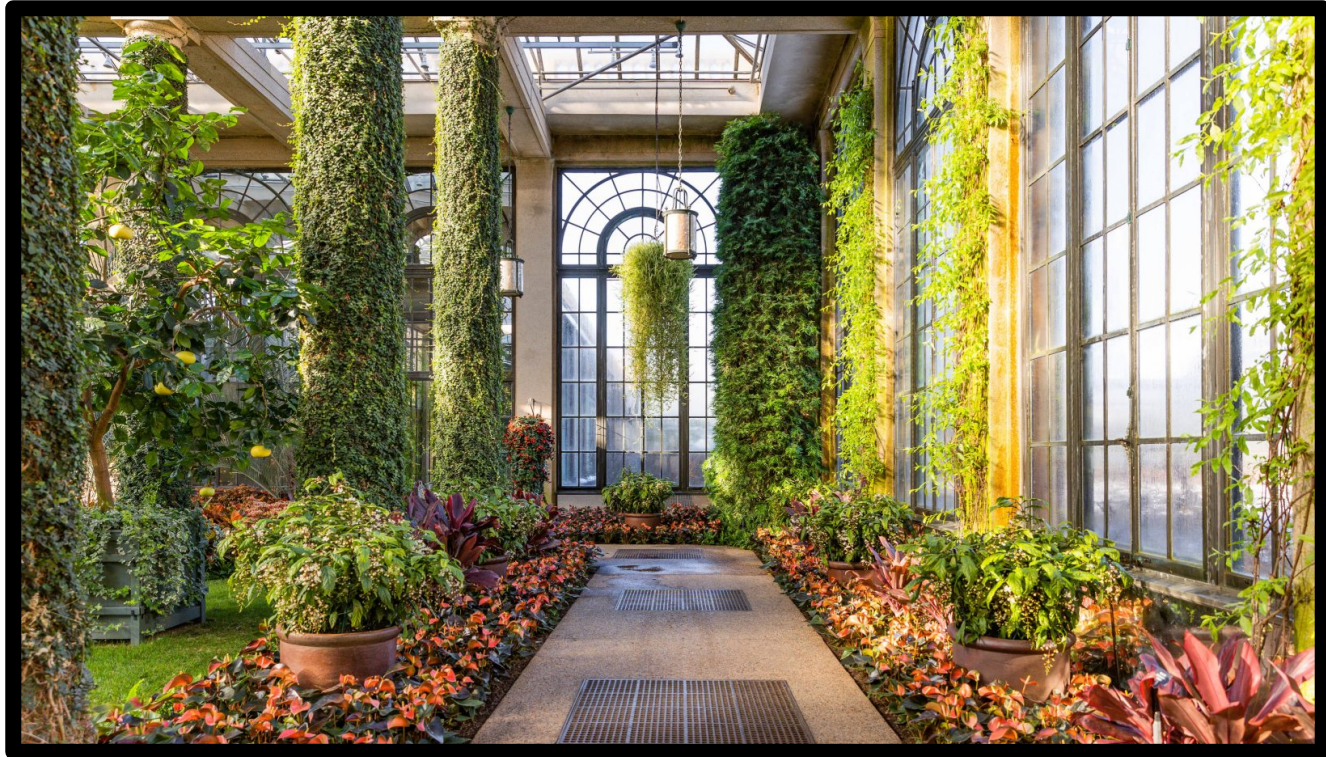
Thank you

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QUESTIONS?

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Upcoming Webinars

Language Justice

December 14, 2022, 11:00 a.m. – 12:30 p.m.

Presenters: Adriana Adriana Pericchi Domínguez, Apertura LLC & Ethan Grunberg, Cornell Cooperative Extension, Ulster County

LGBTQ in IPM in Northeast Round Table Discussion

June, 2022, 2:00 p.m. – 12:30 p.m.

Facilitators: Mary Centrella, Cornell Cooperative Extension Pesticide Safety Education Program & Kim Skyrn, Chief Apiary Inspector, Massachusetts Department of Agricultural Resources⁶⁷

<https://www.northeastipm.org/ipm-in-action/deij-in-ipm/>



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Past recordings and today's Webinar will be available to view **on demand** in a few business days.



<http://www.neipmc.org/go/ipmtoolbox>



You can watch as often as you like.



Land Acknowledgment

The Northeastern IPM Center is based at Cornell University in Ithaca, New York.

Cornell University is located on the traditional homelands of the Gayogohó:nq' (the Cayuga Nation). The Gayogohó:nq' are members of the Haudenosaunee Confederacy, an alliance of six sovereign Nations with a historic and contemporary presence on this land. The Confederacy precedes the establishment of Cornell University, New York state, and the United States of America. We acknowledge the painful history of Gayogohó:nq' dispossession, and honor the ongoing connection of Gayogohó:nq' people, past and present, to these lands and waters.

This land acknowledgment has been reviewed and approved by the traditional Gayogohó:nq' leadership.





Northeastern IPM Center

Funding Acknowledgment

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