Advancing JEDI: From Bystander to Ally to Advocate
February 27, 2024

Link to the recording:  https://youtu.be/t2eltxulwLI?feature=shared
eePRO post: https://eepro.naee.org/learning/advancing-jedi-bystander-ally-advocate

Speakers: Dr. Patricia Morgan, Founder & Owner of the Executive Learning Lab

Highlights of the chat transcript:

Welcome and Introductions
- NAAEE Staff (Carrie, she/they): Welcome, welcome! Please share your name, organization, and where you're joining us from!
- Caroline Cain: Caroline Cain, Keep Cincinnati Beautiful, Cincinnati OH
- Kelley Phillips: Kelley V. Phillips, Red-tail Land Conservancy, Muncie, IN
- Pamela Marcum: Pamela Marcum, SC Dept. of Natural Resources, Charleston, SC
- Aneese Williams: Aneese Williams - Joining From West Palm Beach, FL☀️🌴
- Maggie McClain: Hi! I am Maggie (she/her) from The Discovery in Reno, NV.
- Carolyn Waters: Hello from Louisville! Bellarmine University.
- Shari Cahill: ATL 😻
- Kristina Watts: Kristina from Fairfax County Park Authority, VA
- Gustavo Requena Santos: Gustavo Requena, from the CT Affiliate
- Jennifer DuBey: Jennifer from MI - Michigan Alliance for Environmental and Outdoor Education
- NAAEE Staff (Carrie, she/they): I'm Carrie (Bloomington, IN) and I'm happy to help if you need any tech support during today's eeWEBINAR.
- Chenille Williams: Environmental Education Assoc of South Carolina - Columbia, SC
- Sara Freytag: Sara Beth Freytag from Hobcaw Barony (Georgetown, SC)
- Bobbie Grenerth: Bobbie Sue Grenerth, Hancock County Farmers' Market, NW Ohio - thank you providing this session
- Kathryn Burnsworth: Hello. I'm Katie from Erie County, Ohio
- Danielle Bunch: I'm Danielle from Hampton, GA. I work for Clayton County Water Authority, managing Newman Wetlands Center.
- Samantha Machalik Gallagher: Samantha from Discovery World in Milwaukee, WI
- Sonja Hartmann: Hello from Sonja with the Okanagan-Wenatchee NF in Wenatchee WA.
- Lina Swislocki: Lina Swislocki, Descanso Gardens in La Canada Flintridge CA
- Lori Paradis Brant: Hello! Lori Paradis Brant, CT State Parks, Assistant Director, Education.
- Rae Ostman: Rae Ostman, Arizona State University
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- Daniel Golub: Hi Folks- Dan with Quest Science Center in Livermore, CA
- NAAEE Staff (Carrie, she/they): Great to have so many folks joining us! Please share your name, organization, and where you're joining from!
- Jess White: Jess White, Arizona Association for Environmental Educators!
- Maggie Deagon (she/her): I'm Maggie Deagon. I work for Rockman et al Cooperative, and I'm located in the Bay Area, CA!
- Emma Feichter: Hi folks! Emma from the NC Museum of Natural Sciences in Raleigh, NC here
- Jen Kotkin: Jen Kotkin from CT
- Betty Olivolo: Betty O, Natural Start Alliance/NAAEE, Kittery, ME
- Angela Rivera Rautmann: Angela Rivera, board of WAEE and a Ed Coordinator for a local park district
- Kent Chapple: Kent Chapple (he/him) from Seattle, WA
- Ericka Popovich: Ericka from Blue Water Baltimore
- NAAEE Staff (Carrie, she/they): So glad to have such a range of attendees from across North America (and beyond)! Please share your name, organization, and where you're joining us from!
- Susan McGuire: Sue from Wyoming Alliance for EE, joining from Jackson Hole
- Wendy Marks: Aloha kākou! Wendy Marks from Kona, Hawai‘i. The Marine Mammal Center - Ke Kai Ola
- Phoebe Hartvigsen: Phoebe (she/her) from Squam Lakes Natural Science Center in New Hampshire!
- Kirsty Hameleers: Kirsty (she/her) from Inland Southern California
- Mary Lee: Mary (She/her) from Michigan Science Center in Detroit, Michigan
- Meagan Gary: Hi All! Meagan from USM’s Marine Education Center in Mississippi
- Philip Coulling: Philip Coulling, Nature Camp, western Virginia
- Imani Malaika-Mehta: Justice is an important component!
- Imani Malaika-Mehta: Justice is where I see the most resistance.
- Franklin Njaiwo Ngalim: Green Greetings from Bamenda, Cameroon
- Jennifer Kelly: Hello! Jen Kelly, Whale & Dolphin Conservation, Massachusetts
- Danielle Bunch: Will you please say that book title again?
- Danielle Bunch: Thank you!

Performative Allyship Quiz

- Imani Malaika-Mehta: Allyship=the difference between ham & eggs!
- Imani Malaika-Mehta: We Want To Do More Than Survive by Bettina L. Love
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- NAAEE Staff (Carrie, she/they): More of Dr. Bettina Love’s books can be found at https://bettinalove.com/books/, too!
- Amanda Kill: Good music lol :)
- Judy Braus (she, her) NAAEE: Patricia has the best playlists! :-)
- Aline Diop: Yess the music!!
- Paresh Pandya: Excellent music
- Imani Malaika-Mehta: Policies are still not enough if they are not enforced with consequences.

You Tube video of Professional Trouble Maker Luvvie Ajayi
- Jen Kotkin: Love this video!
- Imani Malaika-Mehta: I’m just a regular troublemaker. It is not my profession. 😊
- NAAEE Staff (Carrie, she/they): Quick link to Luvvie’s talk: https://www.youtube.com/watch?v=QijH4UAgGD8
- Sara Hinck: I want to put this in my LinkedIn header - Professional Troublemaker (accurate professional value)
- Dr. Patricia Morgan: Let's make sure she hasn't trademarked it first, Sara, LOL
- Sara Hinck: Love her books!
- Danielle Bunch: I feel like that title is my actual personality.
- Aneese Williams: I went Skydiving last year, it was amazing!!
- Dr. Patricia Morgan: You are brave, Aneese!
- Aneese Williams: ❤️

Padlet Discussion Questions:
What Can We Do to Enact Change?
What Stops You from Being Professional Troublemakers and Authentic Allies?
- NAAEE Staff (Carrie, she/they): Padlet link: https://bit.ly/TELL-Professional-Troublemaker
- Dr. Patricia Morgan: Discussion Question - Review and respond to the questions below on our padlet- https://bit.ly/TELL-Professional-Troublemaker
- Often we think we are powerless in these situations - what can little ol’ me do? I’m not the CEO! What can we do to enact change?
- What Stops You From Being Professional Troublemakers and Authentic Allies?

Question for the Speaker
- Scott Shepherd: I consider myself a professional trouble maker who has dedicated my career to increasing access to public outdoor spaces. Simultaneously, I am a person of enormous privilege and in recent years I have found that my authentic intentions and authentic self is misinterpreted by those that I lead. As a result, the trouble I intend to create doesn’t always have a lasting effect due to a lack of buy-in
from the community that I am a part of. How can I ensure that my authenticity is seen for what it truly is and encourages others to show up authentically as well?

Padlet Discussion Question Cont.

- Sadie Neuman: can you show the QR code one more time?
- Sara Freytag: WOO- Hamilton! :)
- Dr. Patricia Morgan: I can't wait to see them in May
- Sara Freytag: DUDE! I'm so jealous!!
- Supora Hunter: May..where?
- Dr. Patricia Morgan: NYC
- Franklin Njaiwo Ngalim: My internet is terrible and ensuring that i am not included in the padlet discussions
- NAAEE Staff (Carrie, she/they): Feel free to add your thoughts to the chat and we can add them to the pallet for you!
- Imani Malaika-Mehta: I include JEDI action items in the STEM lesson plans I write.
- Betty Olivolo: Not knowing what to say, how to say it, how to be authentic.
- Imani Malaika-Mehta: I participated in a Potawatomi Round Dance on Sunday. It is a powerful experience!
- NAAEE Staff (Carrie, she/they): @Imani- Love the intentional inclusion of JEDI work in STEM education!
- Wendy Marks: @Imani, I would love to learn more about how you do this and what resources you reference
- Judy Braus (she, her) NAAEE: We all mess up! We're human and we're here to learn!
- Danielle Bunch: Karan Wood?
- Danielle Bunch: She's AMAZING.
- Judy Braus (she, her) NAAEE: Everyone will get the deck and the recording and the chat! :-)
- Imani Malaika-Mehta: Thank you, Judy!
- Imani Malaika-Mehta: Jamal was a name that was also used in the resume study.
- Sadie Neuman: Any thoughts or specific resources we can look to for doing some self work on ageist biases?
- Imani Malaika-Mehta: Sadie, contact the Grey Panthers.
- Sadie Neuman: Oh my gosh, thank you so much @Imani! This is really cool, I've never heard of it before
- Imani Malaika-Mehta: YW, Sadie!
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- NAAEE Staff (Carrie, she/they): These are all wonderful insights and techniques. Please share any questions you might have for Dr. Morgan in the chat!
  - Sadie Neuman: That would be SO helpful, thank you!
  - Sadie Neuman: Extra thanks for resources that also help me help some of our wonderful and passionate community volunteers who are frustrated by or do not engage with "tech"
  - Sara Freytag: Global Game Changers is an organization that embodies the "Voice, money, time, or talent" that teaches kids they can use their talents to stand up for something they care about. I highly recommend their curriculum!!
  - Imani Malaika-Mehta: Please include POWER: Using your power, privilege, position, and place to make a positive impact!
  - Franklin Njaiwo Ngalim: What are your thoughts about the implementation of JEDI in the global south vis-a-vis poverty and under development?
  - Judy Braus (she, her) NAAEE: Thanks for the resources in the chat, everyone!!!

**Padlet Discussion Question 2: Moving from Performative to Authentic Allyship Goal Commitment**

- NAAEE Staff (Carrie, she/they): Quick link to Padlet #2: [https://bit.ly/TELL-Authentic-Allyship-Goal](https://bit.ly/TELL-Authentic-Allyship-Goal) If needed, feel free to add your thoughts to the chat and we can add them to the Padlet for you!
  - Dr. Patricia Morgan: Love that, Imani!! POWER is key!!
  - Dr. Patricia Morgan: Your question is so important to me, Franklin. My family is from Haiti
  - Dr. Patricia Morgan: And I think cultural sensitivity and awareness is key. How can we show up collaboratively without becoming “saviors”?
  - Imani Malaika-Mehta: I have been asked to collaborate on writing a JEDI statement for our local environmental organization. I insisted that the JEDI statement have actionable actions which met with huge resistance. They were willing to make a statement as long as it did not go beyond virtue signaling.
  - Dr. Patricia Morgan: To me it's about addressing the right side of the Venn diagram I shared earlier. What are the institutional and systemic issues we can tackle?
  - Dr. Patricia Morgan: Who can you collaborate with to write that statement?
  - Franklin Njaiwo Ngalim: I've dedicated my time talent and resources to advocate and act for JEDI via my environmental initiatives that aim at educating and providing employment and economic opportunities for young people. I realized it's best to address JEDI and sustainable development initiatives from the socio-economic perspective (circular economy) because poverty is a major issue plaguing most
people in the global south and initiatives that don't tackle the root causes such as poverty and lack of education mostly do not end good.

**Authentic Allies In The Making**

- Kirsty Hameleers: @Imani it may be worth to share this with the board of that org as a call-in or escalate that to social or traditional media as a call-out if the call-in is not being met with the desired result
- Imani Malaika-Mehta: One actionable item was to include brownfields on a vacant lot map to identify where people can plant community gardens. Why would they not want to alert the public and prevent gardens on toxic sites?
- Franklin Njaiwo Ngalim: Couldn't use the padlet and that's why i wrote in the chat forum.
- Kirsty Hameleers: And yes I recognize this puts the labor on you, so please feel free to share with us who this organization is so we can do the mental and actual labor for you!
- NAAEE Staff (Carrie, she/they): Yes, this list is powerful! 👌
- Imani Malaika-Mehta: The Board asked me to write the JEDI statement! They are the ones that are resisting the action!
- Kirsty Hameleers: @Imani I'm so sorry this organization does not want to put their money where their mouth is. Who can vote them out?
- Imani Malaika-Mehta: The organization is the Heartland Conservation Alliance in Kansas City, Missouri. This is a huge justice issue to me!
- Imani Malaika-Mehta: There are no BIPOC people on the Board.
- Kirsty Hameleers: Thank you for sharing this with us, Imani. This allows us to reach out to them to request them to do better!
- Imani Malaika-Mehta: Thank you, Kirsty. No one is dealing with this and raising this issue but me.
- Imani Malaika-Mehta: Please, anyone who wants to be an ally on this issue can respond to HCA in KCMO!
- Imani Malaika-Mehta:
  
  Contact HCA: 6601 E. 93rd St
  Kansas City, MO 64138
  info@heartlandconservationalliance.org
  816.945.8505

- Kirsty Hameleers: I am probably going to address my letter directly to the ED and the EJ Program Manager
- Imani Malaika-Mehta: The project is called Vacant to Vibrant Vacant Lot Map
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- Kirsty Hameleers: [https://www.heartlandconservationalliance.org/vacant-lot-mapping-tools](https://www.heartlandconservationalliance.org/vacant-lot-mapping-tools) This one?
- Imani Malaika-Mehta: Yes, that is it.

Dr. Morgan's Homework

- Wendy Marks: How do we access the resource guide?
- NAAEE Staff (Carrie, she/they): The Executive Learning Lab Resources Guide Dr. Morgan has been referencing: (under the Learning Lab Resources dropdown) - [https://bit.ly/JDEI-Authentic-Allyship-Resources](https://bit.ly/JDEI-Authentic-Allyship-Resources)
- Sadie Neuman: I just learned about Empower Work today: [https://www.empowerwork.org/](https://www.empowerwork.org/). Curious if anyone has used it before to help navigate workplace challenges?

Closing & Evaluation Survey

- Dr. Patricia Morgan: SURVEY - Please complete the survey before logging off today. This will serve as a quick check-in to see what you gained and evaluate program effectiveness - [https://bit.ly/TELL-Allyship-Survey](https://bit.ly/TELL-Allyship-Survey)
- Wendy Marks: Mahalo nui!
- Danielle Bunch: THANK YOU!!!
- Megan Fink (she/her): Yes, loved how interactive this webinar was! Thank you ❤
- Paresh Pandya: Thanks
- Aline Diop: Thank you Patricia
- MELANIE VILLANUEVA: Thank you
- Sonja Hartmann: Thank you!!
- Supora Hunter: Thank you. This was AWESOME!!
- Jennifer DuBey: Thank you
- Philip Coulling: Excellent--thank you!
- Jess White: This was so wonderful, thank you, Dr. Patricia (and Judy and Carrie!)
- Ellen Holste: Thank you! I learned so much
- NAAEE Staff (Carrie, she/they): Thanks everyone! We'll be ending the webinar shortly (and you will receive the recording and slides in an email later this week)
- Sara Hinck: Thank you so much for holding this space! Dr. Morgan you're awesome! Thank you for sharing your wisdom and knowledge.