

Advancing JEDI: From Bystander to Ally to Advocate

February 27, 2024

Link to the recording: <https://youtu.be/t2eltxujwLI?feature=shared>

eePRO post: <https://eepr.naaee.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

- 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
- Augusto Medina: Gus from St. Catharines, Ontario, Canada with Environmental Education and Conservation Global.
- 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

- 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=QijH4UAqGD8>
- 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
<https://www.nytimes.com/2020/09/08/opinion/sunday/gray-panthers-maggie-kuhn.html>
- Imani Malaika-Mehta: YW, Sadie!

- 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> 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 thy 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!
- Sara Hinck: Document, Document, Document!
- 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 te EJ Program Manager
- Imani Malaika-Mehta: The project is called Vacant to Vibrant Vacant Lot Map

- Kirsty Hameleers:
<https://www.heartlandconservationalliance.org/vacant-lot-mapping-tools> This one?
- Imani Malaika-Mehta: Yes, that is it.

Dr. Morgan's Homework

- NAAEE Staff (Carrie, she/they): Here's Dr. Morgan's Homework for you! -
<https://bit.ly/Allyship-Case-Studies>
- 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>
- Dr. Patricia Morgan: Resources Collection (hyperlinks from today's presentation as well as additional readings and videos) -
<https://bit.ly/JDEI-Authentic-Allyship-Resources>
- Sadie Neuman: I just learned about Empower Work today:
<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>
- 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
- MELLANIE 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.