

# Moving from Performative to Authentic Allyship Goal Commitment

## **VOICE - Use your voice to elevate marginalized perspectives rather than speak for or over them**

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↻ Back up or make space for marginalized voices in group settings at work

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↻ **Being involved in the local school district to help implement and improve JEDI initiatives and programs**  
By writing letters, requesting meetings, and making sure that all my concerns are combined with a suggested solution

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↻ Speak up more on instinct, when I hear someone say something ignorant or disparaging in meetings, even if that person is senior to me

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↻ Help with the election to make sure good people are elected who care about these issues!

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↻ **Being an advocate and amplifier of marginalized voices creating space for them to share**

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↻ **Reiterate voices in meetings that are ignored, giving verbal credit to the person in the room who said it**

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↻ **talk less and listen more, and then repeat what i've heard (giving credit) in rooms where the lessons may not have been heard**

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↻ **Bring to the forefront of conversations, decisions, and include in decision making.**

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↻ Share what I hear/feel with those in leadership I do have access to.

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↻ Currently a Co-Organizer on a remote series called "Pathways to Open Science" a development program for Black Marine & Environmental Scientists/Students:)

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↻ Continue pushing for changes to the facility I manage to be more inclusive such as finishing our sensory inclusion certification, rebuilding inaccessible trails, etc.

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↻ **Use my privilege to elevate the voices of communities that I hope to serve**

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↪ **question current policies: just because it's the way it's done doesn't mean it is the right way to do it!**

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↪ **Use my privilege and position to get in the room, open the door for others, make copy of keys, and draw a map. Quote from a speaker I heard this week.**

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↪ Allow them to voice out what's in their heart. Respect is important.

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**MONEY - Contribute funds in a sustainable way that empowers communities**

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↪ allocate funds for programs led by or serving marginalized groups

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↪ **Scholarships for marginalized youth**

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↪ Make small monthly donations to orgs with a mission I support. (My current one is the Lakota Law Project)

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↪ I recently got a promotion and have been thinking about how to use that money for my own savings. Instead, I'd like to commit an amount monthly to a cause that supports those marginalized.

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↪ **Create contracts with organizations that support marginalized communities**

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↪ **Focus funds on a project or goal that is widely shared by the community.**

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↪ **Be mindful with how and what I consume. Request funding for programs working with marginalized groups.**

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↪ Apply to grants that support historically marginalized populations to engage in STEM and outdoor education. Expanding our outdoor education services to a wider audience.

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↪ **Increase compensation at our organization for more equitable hiring**

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↪ I have project for my less fortunate children.

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**TIME - Commit time for active engagement, learning, and capacity building**

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↪ **Learn more about how to integrate JEDI into my teaching**

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↪ **Time learning**  
Time learning and sharing. Thank you again Imani for the Grey Panthers suggestion!

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↪ **Learning more about issues and solutions in my sphere of influence and work**

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↪ **Reflect on how I show up in the work place and put in work to build positive relationships with my community**

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↪ **Sitting in on a JEDIA committee meeting and listening to their concerns. Taking those concerns back to our Board of Directors.**

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↪ **Being involved in the local school district to help implement and improve JEDI initiatives and programs**  
By being on commissions, attending (board) meetings, and creating a network of people who have the same goals

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↪ **Take advantages of opportunities to learn and share with others.**

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↪ **Protest for causes I care about**

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↪ **Listening to conversations and taking action to find way to combat the bias. Speaking up!**

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↪ **Bring new awareness to every day to find opportunities to apply what I have learned today to be an authentic ally at work and elsewhere.**

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↪ **Research JEDI action items for youth, include those action items within each of the lessons within a yearlong ocean conservation curriculum I manage for our org. I want to amplify the action items and help teachers and students take part in JEDI work. By sharing action items I see it as a way to empower all student groups to make a difference in their own communities.**

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↪ **Make time for learning, sharing and debriefing.**

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↪ **Take the time to discern the barriers that have prevented those from marginalized groups to participate fully in EE**

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↪ **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.

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↪ Continues professional development

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**TALENT - Offer your skills/knowledge to meet needs identified by marginalized groups**

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↪ **Build training resources for my colleagues to advance their understanding of JEDAI**

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↪ I recently joined a nonprofit board that provides outdoor access to those with mobility impairments. Even more recently, I took on their social media management.

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↪ **Helping create a JEDI Advisory Committee for my nonprofit organization.**

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↪ **Evaluate our current teaching practices for biases and rewrite them to align with JEDI.**

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↪ **include JEDI concepts and considerations in all our outreach and programming**

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↪ **Being involved in the local school district to help implement and improve JEDI initiatives and programs**  
By offering my skills and experience as an educational equity consultant (and/or volunteer)

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↪ **Listening to ways in which my company has disenfranchised groups of people, then using my position and privilege to acknowledge it to higher-ups so that I can leverage my safety to make changes, not theirs**

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↪ **Patient, gentle conversations with challenging colleagues to slowly bring them up to speed**

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↪ **Offer myself to support trainings. Provide facilitation of meetings and training.**

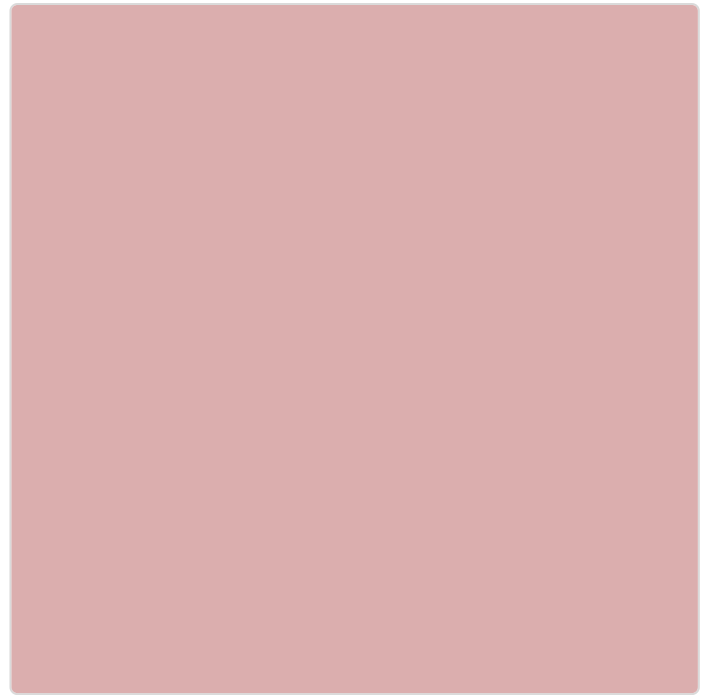
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↪ Helping indigenous people in the community through free teaching

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↩ **Acting as a wedge and platform**

I often organize and facilitate initiatives and gatherings in our community. It's deeply fulfilling when I can help our non-expert community members who feel powerless to impact climate change see how their own skills and passions can be a tool for local climate action. Double fulfillment when they become leaders 💖



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