

Showing Allyship as Conservation Organizations



**CONSERVATION
LANDS
FOUNDATION**

Conversation Agenda

- ❖ Goals
- ❖ Why Be an Ally?
- ❖ Current Crises Expose Many Facets of Racism
- ❖ How to Be an Ally
- ❖ What It Looks Like
- ❖ Breakout Conversations
- ❖ Moving Forward Together

GOALS

- ❖ Normalizing allyship with Black, Indigenous and People of Color
- ❖ Sharing Best Practices
- ❖ Sharing Conservation Lands Foundation's journey so far
- ❖ Sharing tools and resources for allyship moving forward



**INJURY
TO ONE
IS AN
INJURY
TO ALL**

Why Be an Ally?

We Support Access for All

It's Mission Critical



Utilizing White privilege
is required
to dismantle racism

Old ways hold everyone and
everything back



Don't let uncertainty of the
process stop progress



Current Crises Expose Many Facets of Racism

❖ Racial injustice and police brutality reinforce existing racist systems.

❖ COVID-19 crippling Indigenous and communities of color and exposing health care and crisis response disparities.

❖ The increasingly severe impacts of a changing climate.

❖ Toxic damage inflicted on our communities of color from environmental recklessness.

Allyship

- ❖ To be an ally is to:
 - Take on the struggle as your own.
 - Stand up, even when you feel scared.
 - Transfer the benefits of your privilege to those who lack it.
 - Acknowledge that even though you feel pain, the conversation is not about you.
 - Be willing to own your mistakes and de-center yourself.
 - Understand that your education is up to you and no one else.

Allyship

❖ The Do's:

- Do be open to listening
- Do be aware of your implicit biases
- Do your research to learn more about the history of the struggle in which you are participating
- Do the inner work to figure out a way to acknowledge how you participate in oppressive systems
- Do the outer work and figure out how to change the oppressive systems
- Do use your privilege to amplify (digitally and in-person) historically suppressed voices
- Do learn how to *listen* and accept criticism with grace, even if it's uncomfortable
- Do the work every day to learn how to be a better ally



Allyship

❖ The Don'ts

- **Do not** expect to be taught or shown. Take it upon yourself to use the tools around you to learn and answer your questions
- **Do not** participate for the gold medal in the “Oppression Olympics” (you don’t need to compare how your struggle is “just as bad as” a marginalized person’s)
- **Do not** behave as though you know best
- **Do not** take credit for the labor of those who are marginalized and did the work before you stepped into the picture
- **Do not** assume that every member of an underinvested community feels oppressed



How Your Organization Can Be An Ally

❖ Best Practices

- Do the Work to Understand
 - **Why** your organization wants to be an ally and **how** it will adjust its thinking and operations to be one.
- This will require a shift in **organizational culture**
 - and investment in the organization to understand how its values, behaviors, and practices foster bias, oppression, and racism
 - further investment to dismantle biases to create a culture that is inclusive and allows staff to bring their full selves

How to Be an Ally

❖ Best Practices Cont'd

- Commit and Take Action
 - Create an **action plan**
 - Build in **accountability**. To build trust is to be honest about what you can and cannot commit to doing
 - **Listen** to & **engage** with staff and the communities you serve
 - How do you hold white staff accountable & support your staff of color?
 - Do staff and board reflect the demographics of the communities you serve?
- Don't let the uncertainty of the process stop you from progress

What Being an Ally Looks Like

Say Something and Do Something because staying silent = compliant

“Unless and until white America is willing to collectively acknowledge its privilege, take responsibility for its past and the impact it has on the present, and commit to creating a future steeped in justice, the list of names that George Floyd has been added to will never end. We have to use this moment to accelerate our nation's long journey towards justice and a more perfect union.” - Ben & Jerry's

“If all that beneficiaries of white supremacy do is publicly proclaim that Black Lives Matter, but don't address our own selves and how we perpetuate racism, then we risk becoming the silent witnesses at the execution.”

Nonprofit organizations are vehicles for change. Sometimes change must start as personal change. And this seems to me to be one of those times”
- Bill Doelle, Archaeology Southwest

“We all deserve to thrive in safe communities, yet the inhumane, daily assaults on Black and Brown people directly threaten our ability to maintain a healthy planet. The cruel, public lynching of George Floyd is unacceptable and will not be tolerated. We cannot expect to come together to protect the planet if racism continues to tear us apart.”

“The Sierra Club is committed to confronting the inequality embedded into our society that has allowed these tragedies to persist. If we want to create communities that are truly safe, just and equitable, we must continue fighting for the humanity and the dignity of all people.”

- Sierra Club

What Being an Ally Looks Like



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Open Poll and Conversation

1. Is your organization having conversations about race and equity currently?
2. Were you before these current events?
3. Who is involved in the conversations? Leadership and/or staff?

Open Poll and Conversation

What fears are holding your organization back from taking action toward social justice actions?

Open Poll and Conversation

1. Have you participated in an Allyship training(s) before today?

Open Poll and Conversation

What resources would be most helpful to you/your organization right now?

Open Poll and Conversation

Share one organizational and one personal commitment you will make to achieving racial equity.

Open Poll and Conversation

1. Does your organization have a follow up action plan to address equity and access?

Q&A



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Moving Forward Together

- ❖ Discussion on our next Community Conversation
- ❖ We will keep in touch about next discussion; continue to convene the BIPOC group
- ❖ Keep this conversation going in real time, utilize the FGN Slack channel so that we can do better together
- ❖ Educate yourselves and share with others, we look forward to hearing from you about what you're learning
- ❖ What else?



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