

# Professional Troublemaker

**Often we think we are powerless in these situations - what can little ol' me do? What can we do to enact change?**

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↻ Speak truth to power – every time, instinctively.

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↻ **sample**

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↻ Lead by example

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↻ **Start the conversation!**

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↻ **Say something, even if it's scary or I don't know how to say it correctly.**

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↻ **Call out leadership for not doing more to support marginal voices. It should not always be the same 2 people bringing attention to issues.**

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↻ **learn publicly**

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↻ What do you have control over within your professional role, and immerse JEDI into those spaces.

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↻ **Push back on harmful decisions/actions taken by leadership**

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↻ Research and find data that supports your stance, share up the chain, persuade, find anecdotes in the company that make it relevant to those up the chain

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↻ **Work to make a difference in the little corner of the world that I can change and lead by example**

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↻ **I can enact change through our programs**

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↻ **Lean into the discomfort.....leaders lean in. Rumble!!**

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↻ Make space for voices wherever possible

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↻ **Like Dr. Patricia said, know when to call-in, and when to call-out, then even more importantly: Do it.**

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↩ **Unlearn** . . . . .

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↩ Practice what you preach . . . . .

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↩ **fall out of "traditional" options and pro-actively seek to engage and highlight underrepresented voices** . . . . .

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↩ **Work within the means you have. It can be small in your own house/family unit or at work by continually pushing for JEDI changes.** . . . . .

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↩ I feel that I have the ability to make the most change by having open and authentic conversations within my circle . . . . .

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↩ **Learn about the issue and share it with others** . . . . .

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↩ **Engage** . . . . .

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↩ Speak up. Share your thinking, not just saying what needs to change. . . . .

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↩ Hold yourself accountable, be open for feedback and follow-through with changed action or behavior. . . . .

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↩ **Ask questions and speak up. Also, ask for the unsaid to be said.** . . . . .

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↩ **I have taken on the lead by example, share my new learning, and show others by doing.** . . . . .

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↩ Hear stories of injustice in a different department + not sure of ability to advocate out of my realm. . . . .

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↩ **Ask questions. Be curious.** . . . . .

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↩ **Be willing to accept the uncomfortable situation and listen the other side** . . . . .

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↩ **Pipe down when its someone else's turn. Understand when to speak up and when to sit down.** . . . . .

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↩ Challenge yourself to be(come) comfortable with discomfort. . . . .

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↩ **people are watching, my kids are watching, my actions speak loud** . . . . .

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↪ **Have JEDI on your radar all the time, in all situations.** . . . . .

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↪ **Be willing to call out leadership and oppose their views** . . . . .

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↪ **Be willing to learn and to share that knowledge with others in every day conversations.** . . . . .

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↪ **engage, empower, believe in the community, leading by example, listen** . . . . .

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↪ **Step out of the way and follow BIPOC leaders** . . . . .

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↪ Approach your supervisor with requests to implement JEDI policies and procedures . . . . .

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↪ **Be persistent and create JEDI committee from the bottom up** . . . . .

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↪ Stop and listen before focusing on my solutions . . . . .

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↪ It's easier said then done but I often tell myself that if I don't speak up or take action, who will? . . . . .

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↪ **I try to speak up when I see unfair treatment** . . . . .

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↪ Keep my eyes open to injustices, always keep learning, be open-minded . . . . .

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↪ Actively seek out and listen to the voices of the (historically) marginalized--but don't expect them to effect the change that needs to happen. . . . .

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↪ **Speak up when we see/hear something that isn't right** . . . . .

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↪ advocate for others who are not in the room, delegate leadership and opportunities to others. . . . .

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↪ **The long game**

Saying something in the moment. Even if the immediate reactions are not positive, know it will roll around in others' minds for who knows how long.



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↪ **listen well first, say what i'm hearring** . . . . .

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↪ Be a good example . . . . .

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↪ **Say to leadership "we need to be doing more." :)** . . . . .

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**What Stops You From Being Professional Troublemakers and Authentic Allies?**

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↪ **Buy-in from my community** . . . . .

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↪ **Being gaslit and told by supervisors that I should fly under the radar and let those in lead positions lead the way they see fit/appropriate.** . . . . .

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↪ Buy in from upper management . . . . .

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↪ Asking myself, am I the right person to be speaking on this? Fearing I'm taking up too much space on issues I have not personally experienced . . . . .

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↪ **fear of getting things wrong** . . . . .

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↪ Feeling like I'm not educated enough on an issue to speam out . . . . .

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↪ **Not wanting to say the wrong thing** . . . . .

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↪ **Fear of professional consequences** . . . . .

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↩ Not much -- just ask my exec team. . . . .

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↩ Not having all the "right" answers if someone challenges me . . . . .

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↩ I dislike confrontation . . . . .

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↩ fear of coming across as performative . . . . .

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↩ Literally being told not to rock the boat . . . . .

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↩ Fear of being seen as a white person taking performative actions even if they are authentic. . . . .

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↩ fear of not responding the correct way . . . . .

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↩ continuously needing to re-teach leadership basic tenants of JEDI . . . . .

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↩ I'm afraid of getting things wrong or overstepping. . . . .

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↩ Feeling alone and that alone I won't make change . . . . .

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↩ Fear and experiences of being gaslit. . . . .

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↩ having to run everything up the ladder . . . . .

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↩ single perspective . . . . .

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↩ feeling overwhelmed . . . . .

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↩ I was canceled before, even as a white person. Also, in my organization, it is frowned upon to speak up . . . . .

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↩ I'm more comfortable being a background player and observing . . . . .

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↩ not knowing what I should be doing differently . . . . .

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↩ lacking a full knowledge to comprehensively dismantle certain topics . . . . .

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↩ fear of making even unconscious microaggressions . . . . .

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↪ **I consider myself a non-confrontational person and it feels uncomfortable to challenge the status quo but I acknowledge that I have privilege and should use it to do just**

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↪ **unstable/unsustainable employment**

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↪ **Not wanting to speak over or in place of...**

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↪ **Lack of support or fear in speaking to leadership**

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↪ **Imposter syndrome**

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↪ **Worry that I'm not doing the cause justice, particularly if I'm not part of that marginalized group.**

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↪ **Am I the right person to be discussion the situation or issue?**

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↪ **Empower others; be brave to open the door for others**

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↪ **Nothing, currently only working on projects and job applications that will allow me to be a professional troublemaker!**

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↪ **Lack of support from leadership and pushback makes it feel very futile unfortunately**

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↪ **Feeling that I don't know where to start**

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↪ **Am I worthy?**

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↪ **I do a good job pushing for change until they out right tell me to stop. Then I just go a different direction to make it happen.**

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↪ **Being retaliated against openly or quietly; negative impacts personally or professionally**

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↪ **Not knowing what to say, how to say it, how to be authentic.**

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↪ **Retaliation**

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