



**Allies in Action**<sup>TM</sup>  
MEMBERSHIP NETWORK

**2022 IMPACT REPORT**

# Take Action — Join the Cause

Allies in Action is based upon the four pillars of Education, Legislation, Inclusion and Action.

## EDUCATION

Engage in at least one anti-racism or implicit/unconscious bias program this year.

## LEGISLATION

Contact at least one elected official each at the local, state and federal levels to encourage them to support anti-racist legislation and policies and pledging to vote towards racial justice in elections this year.

## INCLUSION

Encourage decision makers and hiring managers to recruit, hire and promote women of color to leadership positions in the non-profit and philanthropic sectors.

## ACTION

Develop a personal or professional racial equity goal to accomplish each year. WOC will help you determine this goal and will follow-up with you as an accountability partner in this work.



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## Yolanda F. Johnson

Allies in Action™  
Membership Network  
Founder

### Dear Allies,

#### We Want to Hear from You!

Allies in Action has accomplished incredible things in 2022 and we also have noticed an alarming trend of fatigue around inclusion, equity, diversity and allyship in some quarters. It is with this in mind that Allies in Action is in a phase of transformation, as we delve deep into the causes of the fatigue our community has witnessed around inclusion, equity and diversity initiatives and allyship itself. It's important to remember that allyship is the long game, a lifestyle change. This work takes time and intention and should not be based upon the popularity of racial justice within news cycles.

With this in mind, throughout the end of 2022 and into early 2023, our primary focus is to conduct research in the form of focus groups and individual interviews with allies. We want to hear what you're really thinking so that Allies in Action can continue to provide what the community needs. To participate in this initiative please contact [info@yfj-consulting.com](mailto:info@yfj-consulting.com).

We also look forward to what's to come in 2023 with the launch of a special leadership initiative in Inclusion, Equity and Diversity.

Here's to the continued work of allyship.

**With solidarity, strength, determination,**

*Yolanda*

Yolanda F. Johnson,  
President and Founder, YFJ Consulting, LLC



# The Allies in Action Steering Committee



**Gregory Boroff**

Chief External Relations Officer, City Harvest



**Toby Boshak**

Executive Director, Exploring the Arts (ETA)



**Brooke A. Bryant**

Managing Director, LAPA Fundraising



**Diane di Costanzo**

Editorial Director, Millie Magazine and The Foundry



**Kellen Epstein**

Leadership Giving Officer at MIT Sloan School of Management;



**Gail Freeman**

Founder and President, Freeman Philanthropic Services



**Linda C. Hartley**

Principal, H2Growth Strategies



**Deborah Johnson**

Chief Philanthropy Officer, the Boys & Girls Club Martin County



**Dr. Jane Karlin**

Adjunct Associate Professor, School of Professional Studies, NYU



**Kathleen Loehr**

Principal, Kathleen Loehr & Associates, LLC



**Jethro Miller**

Chief Development Officer, Planned Parenthood Federation of America



**Beverly Cooper Neufeld**

President, PowHer New York; President and Founder, BCN Consulting, LLC.



**Ron Schiller**

Founding Partner and Senior Consultant, Aspen Leadership Group



**Victoria Silverman**

Managing Founder and CEO, Cook Silverman Search



**Karen Sugar**

Director & Founder, Women's Global Empowerment Fund



**Deb Taft**

CEO, Lindauer Global



**Alyssa Wright**

Founder and Principle of Wright Collective

# Programming



Allies in Actions programs touched the professional, the personal, the historical and beyond this year! We were also thrilled to meet many allies in-person. AiA traveled to Boston, Miami and Washington D.C. to connect with our community.

## HIGHLIGHTS FROM ALLIES 2022 PROGRAMMING INCLUDE:

### **Resistance Takes Persistence: Do Justly, Now**

A conversation for white allies on persisting in our immediate - and long-term work for racial justice.

### **Talking to Kids about Diversity, Equity & Inclusion**

Join us for a poignant conversation on teaching children and youth about Inclusion, Equity and Diversity with special guests, Digna Marte, Director of DEI for Fairfield Public Schools and Issa Prescott, and moderated by The Board Pro and author of Mac and Cheeze, Christal M. Cherry.

### **From the Colonial Era to Abolitionists; Reconstruction and Jim Crow to Today: A History of Allyship**

From Jewish solidarity with the Civil Rights Movement to how companies today are making efforts towards allyship and equity, join us for an afternoon of learning about the fact that allyship has come in many forms throughout American history and how you can be inspired to move this work forward today.

### **Breaking the Zoom Ceiling: Equity in the Virtual Realm**

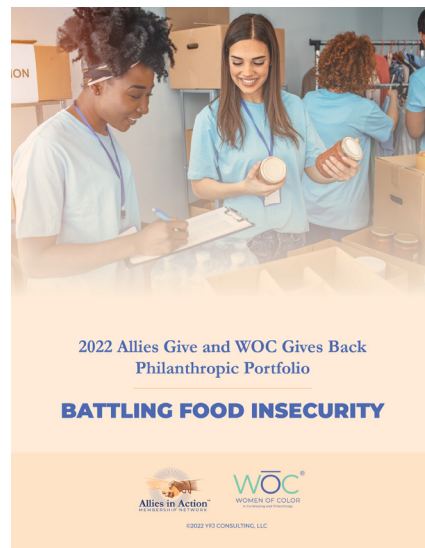
A conversation for white allies on persisting in our immediate - and long-term work for racial justice.



# 2022 Allies Give and WOC Gives Back Philanthropic Portfolio



The annual Philanthropic Portfolio is a powerful, useful tool for Allies in Action members to support diverse communities in their personal and professional year-end giving. We have done the vetting and selection process and have presented a guide for Allies to embrace the AiA pillar of both Inclusion and Action. This year's Portfolio focuses upon fighting food insecurity as a means of equity.



Purchase or log-into your AiA or WOC account to access it if you're a member. For more information to contact [info@yfj-consulting.com](mailto:info@yfj-consulting.com).

# We Want to Hear from You!



In 2023, Allies in Action will conduct key focus groups, surveys and interviews to determine the next phase of allyship in our sector. We cannot do this work without the Allies in Action community and so we invite you to join us in this journey and make your voices heard.

To participate, please contact [info@yfj-consulting.com](mailto:info@yfj-consulting.com).





**Always center the impacted**



**Listen and learn from those who live in oppression**



**Leverage your privilege**



**Yield the floor**



**Allies in Action™**

Source:  
Kayla Reed  
Co-Founder & Executive Director  
Action St. Louis

Special thanks to our  
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