

## 2023 Global Diversity Leadership Exchange in Masai Mara, Kenya

In July of 2023, we traveled to Kenya to meet with Jackson Naurori, owner of Tembo by Jackson, the only wholly, locally-owned company serving the number one industry in Kenya, tourism. In an industry dominated by foreign capital and operators, Naurori focuses on the best interests of the region, community, and culture through the JEDI lens of justice, equity, dignity, and inclusion.



Naurori is also the founder of Masai Mara Solidarity, an organization that serves the mission of educating Maasai children of disadvantaged families, while also working with the students and the community to raise awareness of their natural environment and the importance of protecting it.

Beyond the region's challenges of demographic growth, excessive and uncontrolled tourism development, exploitation of the Mara River Basin, poaching, and climate change, Masai Mara also has a serious waste problem. Used and tossed plastic, aluminum, and non-biodegradable materials are roadside debris, emblazoned with the logos of popular global retail brands that line the streets, in draining ditches along roadsides, and that find their way in the grassy plains where humanity and animals strive to thrive amid a contrast of blessed nature and the reality of man-made threats. There are no systems in place for the removal of waste and so it stays, creating adverse health conditions, contaminated water, endangering humans, animals and nature. It is not sustainable and is in violation of nearly every SDG goal.

Solving for the core issue of cleaning up the environment in Masai Mara can also solve for several UN SDG aims: Good health and well-being ([SDG 3](#)), Clean water and sanitation ([SDG 6](#)), Sustainable cities and communities ([SDG 11](#)), Responsible consumption and production ([SDG 12](#)), Climate action ([SDG 13](#)), Life on land ([SDG 15](#)), and Partnerships for the goals ([SDG 17](#)).

Waste clearing and disposal is also a simple, yet complete, solution combined with sustainable community engagement to raise awareness, educate and organize a practical, grassroots clean-up effort. To that end, the Global Diversity Leadership Exchange member and sponsorship community is committed to the implementation of the GDLE Cultural Exchange 2024/2025 between the US and Kenya. The Exchange will spearhead a mission to export U.S. trained volunteer workers to Kenya to implement a short-term pilot for a long-term solution for restoring the health and beauty of the natural environment in the rural communities of the country. Through both government and corporate sponsorship, the organization will sponsor a

select group of youth in the U.S. to travel to Kenya to meet their peers in the Masai community that will expose and expand their worlds in which they are connected by DNA and cultural identity. The American youth group consists of 18-22-year-old men and women deemed vulnerable to experiencing adverse outcomes as a result of risk factors of systemic oppression, e.g. poverty, low wage jobs, unstable family environment, etc. In return for their service, they as well as their new Kenyan friends, are imbued with a sense of pride, purpose, and identity, and a new horizon of opportunities and inspired ambition as warriors for environmental, climate, and social justice.

In addition, in partnership with Naurori, GDLE is seeking funding for the purchase of industrial-sized waste bins accessible for community waste management.