



## **Center for Diversity & the Environment**

### *Mission, Vision, and Programs*

The Center for Diversity & the Environment racially and ethnically diversifies the U.S. environmental movement by developing leaders, diversifying institutions, and building community. We envision a healthy, flourishing planet and society that sustainably and equitably meets the needs of all its inhabitants through an environmental movement that is diverse, inclusive, successful, vibrant, and relevant, taking into account the needs, perspectives, and voices of all. By serving as an advocate, strategist, convener, connector, and educator for diversifying the environmental movement, the Center for Diversity & the Environment is building a movement of leaders and institutions representing a broad cross-section of environmental issues that are dedicated to a more inclusive and unified movement. Through our work, we reach thousands of environmental professionals and people of color across the U.S.

The Center for Diversity & the Environment's (CDE) programs and activities include:

### **Leadership Development (Individual level change)**

#### ***Exploring Power, Privilege, and Tools for Change Retreat (Level I)***

Our foundational two-day retreat that includes diversity training and provides tools to develop action-based solutions at the movement-wide, organizational, and individual levels. Participants explore their individual lenses and filters and the role of power and privilege in their lives and the environmental movement. The retreat provides tools to diversify institutions, including utilizing multi-cultural organizational development models and CDE's Equity Audit. Participants leave with action plans and tools to diversify their workplace and skills to create change in their spheres of influence.

#### ***Environment 2042 Leadership Program (Level II)***

The purpose of the Environment 2042 Leadership Program is to create a cadre of change agents that will build a more diverse and inclusive culture in the environmental movement. The Environment 2042 experience exemplifies a diverse, inclusive culture, demonstrating how environmental institutions need to operate to be successful in the 21<sup>st</sup> century,

Center for Diversity & the Environment, PO Box 10598, Portland, OR 97296  
[www.environmentaldiversity.org](http://www.environmentaldiversity.org)

especially by 2042 when the U.S. will be over 50% people of color. Each retreat cohort includes half people of color and half Caucasians. The program, which includes two retreats and support, includes dismantling racism training, emotional intelligence and diversity training, and relationship and community building and provides skills and tools to develop action-based solutions at the movement-wide, organizational, and individual levels. Each participant develops an action plan and tools to create inclusive and diverse workplaces. One participant provided the following feedback, "It is my sincere opinion that the four day retreat will do more for issues of equity than the countless diversity trainings the members of the cohort have been to in their entire lives." Another said, "The retreat provided a deep shift in my view of the world. I reflect on the content throughout my days. I examine my thoughts and behavior more closely."

### *2042 Today: Young Leaders Re-imagining Conservation Retreat (For Leaders Under Age 35)*

In this program, we collaborate with Center for Whole Communities—an organization that fosters the innovative and collaborative responses from different sectors of the environmental and social movements that are necessary to address the complexity of today's challenges. Each year, 20 young leaders under the age of 35 are selected competitively from to form an intercultural and multi-racial cohort that participates together in an intensive 7-day leadership retreat. Our program is designed to provide participants with both experiential and practical tools that can transform participants' thinking and actions. The vision of *2042 Today* is a conservation movement that looks like the rest of the world, and to get there we will nurture a network of young conservation leaders who see the world as it is becoming, and who have the skills, perspectives and relationships to evolve the field of conservation to better fit that future. We will help these young leaders to have a stronger voice in the conservation movement, to influence existing patterns of leadership, and to do their part to make possible a more graceful transition in power between the generations. One land trust executive director described his experience, "I have never felt so enlightened, challenged, humbled, transformed, and inspired all at the same time. [The retreat has affected me] deeply. I see my work - and the world - with new eyes."

### **Organizational Diversity (Organizational Level Change)**

#### *Equity Audit*

The Equity Audit is a tool that provides strategic direction for diversifying an environmental institution. Through the tool, CDE analyzes what an institution is doing, not doing, and recommends next steps. The Equity Audit entails going through a comprehensive checklist of diversity actions, a site visit, and a report with recommendations for the institution. The Equity Audit may be applied on a periodic basis to measure progress. It can also be applied to specific programs, projects, policies, departments, and reports.

#### *Emotional Intelligence & Diversity (EID) Training*

Emotional Intelligence and Diversity training is a groundbreaking approach that provides staff and leadership with the personal and inter-personal skills to lead diversity, equity and inclusion change processes that will be sustainable and effective. The training is offered in 1-3 day formats.

## **Community Building (Movement-wide Level Change)**

### ***Environmental Professionals of Color (EPOC)***

EPOC is a network of about 500 leaders nationwide who are often the only person or one of the few people of color working at their environmental institutions. The purpose of this network is to provide a safe space for connecting people of color to share information, provide support, and discuss in depth the issues we care about. At times, EPOC members develop and implement projects that effectively utilize their unique and valuable roles as bridges between the environmental community and communities of color. For example, the EPOC Portland chapter led a Diversifying the Environmental Movement Forum series.

### ***Diversifying the Environmental Movement Forum***

An event (or series of events) that convenes the environmental community and communities of color to discuss and find action-oriented solutions to the problems that perpetuate a racial divide in the environmental movement. CDE's pilot Forum series in Portland, Oregon built a broad, diverse, and powerful community of leaders who share a vision of creating an inclusive, diverse, relevant, and more effective environmental movement in the city. Over 220 leaders from more than 110 environmental, sustainability, and social justice institutions participated in the 2008-09 Forum series, and 100 percent of participants took actions towards diversifying their organizations and the environmental movement.

## **Past Participating Institutions:**

African American Outdoor Association  
Asian Pacific American Network of  
Oregon  
Audubon Arizona  
Audubon Society of Portland  
Bullitt Foundation  
California Wilderness Coalition  
Cascade Land Conservancy  
City of Seattle  
Colorado Alliance for Environmental  
Education  
Columbia Land Trust  
Community Cycling Center  
Conservation Trust for North Carolina  
Golden Gate National Parks Conservancy-  
Crissy Field Center  
Green City Force  
Indian Country Conservancy  
Metro  
Meyer Memorial Trust  
Michigan Environmental Council

Monadnock Conservancy  
Multnomah County Sustainability  
Department  
Native American Youth and Family  
Center  
National Audubon Society  
National Geographic Society  
National Parks and Conservation  
Association  
National Park Service  
National Wildlife Federation  
NatureBridge  
New York City Audubon  
Office of Hawaiian Affairs  
Oregon League of Conservation Voters  
Portland's Bureau of Planning and  
Sustainability  
Quixote Foundation  
REI  
Rhode Island Foundation  
Sierra Club

Sightline Institute  
Society of Environmental Journalists  
Spirit Mountain Community Fund  
The Conservation Fund  
The Forest Group  
The Nature Conservancy  
The Russell Family Foundation

Trust for Public Land  
Tualatin Riverkeepers  
University of Vermont's Rubenstein  
School of Environment and Natural  
Resources  
Urban League  
Verde