



## Invitation to Join: 4-day Environment Leadership Intensive (ELI)

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The Center for Diversity & the Environment is honored and pleased to announce that through partnership with the Environmental Education Association of Oregon with generous support from Meyer Memorial Trust, The Collins Foundation, and The Gray Family Foundation, we are offering our Environmental Leadership Intensive to an “environmental education” (broadly defined to include culturally specific educators; folks working on environmental justice; environmental educators, etc.) cohort in 2018.

Because of your work and desire to create a broad-based environmental movement that is inclusive, diverse, equitable, and relevant to all, **we are inviting you to consider joining us and other leaders for this program during our retreat, May 29<sup>th</sup> through June 1<sup>st</sup> at Menucha Retreat Center in Corbett, Oregon.**

The Environmental Leadership Intensive is designed to support exploration of topics that can underpin successful change strategies and is focused on supporting leaders in their personal growth and work to strengthen their organizations by deepening understanding of the implications of our changing demographics, deeply exploring racial equity, developing skills in working to support authentic community building and developing action plans.

Selecting a balanced cohort is a critical and unique element of this leadership program. **Accepting this invitation means you will be placed into a selection pool from which we will select that balanced cohort. We encourage you to apply as a member of a regional team with partners across multiple dimensions of diversity.** We will let you know as soon as we make the final selections.

Following is more information about the program and the Center for Diversity & the Environment. Please feel free to contact Queta González, Gladys Ruiz or Traci Price with any questions.

Warm regards

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## Why participate in the Environment Leadership Intensive Cohort?

We are facing on-going challenges that demonstrate more than ever the interconnections between environmental, social, and economic issues, including loss of species, habitat degradation, water and air pollution, health epidemics, social/environmental injustices, and a changing climate. Solving these complex challenges requires an approach that allows us to understand different points of view, analyze problems, balance competing needs, and take informed action as an engaged-citizenry.

The leadership within the environmental movement does not accurately reflect the growing Black, American Indian, Latinx and Asian populations across Oregon nor the current and rapidly changing face of the U.S.—a face that is about 36% people of color and will grow to 50% people of color by 2043, according to the U.S. Census Bureau. Without the active involvement of people of color, our ability to work together to solve our future's interconnected challenges will be severely hindered.

The 4-day ELI provides a wonderful opportunity to begin building bridges between environmental leadership and a diverse community of professionals working together to address our environmental challenges with innovative solutions. The prominent opportunity in this project is community building: create space for dialogue among related stakeholder groups to acknowledge differences, find/develop common ground, and to build capacity for all partners to work together toward shared goals for a more livable and just society.

Specifically, the goals of this program include:

- Learning and raising awareness about equity, diversity and inclusion
- Relationship and community building, especially across race and ethnicity
- Applying learning to action within the participants' spheres of influence
- Encouraging innovation through the exchange of ideas among professionals with diverse perspectives
- Strengthening the environmental movement by uplifting all voices
- Developing leaders who are committed to effectively move equity, diversity and inclusion forward in their sphere of influence.

### Please join us

The purpose of the Environment Leadership Intensive is, through transformative experiences, to create a cadre of change agents that will build a more equitable, diverse and inclusive environmental movement. The ELI exemplifies a diverse, inclusive culture, demonstrating how environmental organizations need to operate to be successful especially by 2043 when the U.S. will be over 50 percent people of color. The retreat cohort includes representation across various dimensions of diversity with a strong emphasis on racial and ethnic diversity. **The program includes one retreat session—four days in length.** The facilitated retreat will include: racial equity training, understanding environmental and racial history, relationship and community building, skills to lead change, and tools to develop action-based solutions. Each participant will leave with the start of an action plan, skills and tools to create equitable policies and practices and inclusive workplaces. For continued support, participants become part of an alumni program of over 1000 (and growing) equity, diversity, and inclusion change agents from across the U.S.

**To Register for the ELI cohort please visit:**  
[https://www.surveymonkey.com/r/ELI\\_June\\_2018](https://www.surveymonkey.com/r/ELI_June_2018)



## **Feedback from past full-program E42 Leadership Program participants:**

“[The Environment 2042 Leadership Program] has been a life changing experience. Life changing in many ways. I used to hear the phrase, ‘equity lens’, and kinda convinced myself that I understood intellectually what that meant, but I never really felt that I fully grasped the true definition and what it would feel like to truly view the world through that lens. I felt that it was a viewpoint that I could or had to turn on and off for the appropriate situation. Through this experience, I have learned that an equity lens, once graced with it, is the only way to view everything. all the time. in all that we do.”

“It made me realize how important it is to get out of the daily work environment to reflect, and how incredibly effective this particular experience was in making an impact on every single participant--more so than other retreats. It is very comforting to know that there are 20 individuals who have jointly made a life commitment championing diversity, equity, and inclusion.”

“Honestly, it's hard to describe something that's so transformational. It's meant that I will raise my children differently. I will make decisions that will be different. I will guide a region-wide program that will now address issues of inclusion and equity. When I see racism, I will no longer question if I saw something but rather speak out.”

## **Responding to this invitation means you are committing to:**

- **Attending all 4-days of the session:  
9am Tuesday, May 29<sup>th</sup> – 3pm Friday, June 1<sup>st</sup>**
- Fully engage, participate and co-create the experience of the cohort
- An intensive leadership program – full participation is required
- Move diversity, equity, and inclusion forward in your sphere of influence.
- Work through difficult and uncomfortable conversations
- Explore the various layers of inclusion, diversity and equity on personal, interpersonal/group and organizational/systems levels.

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

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. Since 2008, we have directly served over 1450 individuals (through our leadership retreats, trainings, forums, and networks) and 20 organizations (through our organizational assessments, strategy sessions, and trainings).

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