

***Diversifying the Environmental Movement*:**

**Recommendations from a *Diversity and Environment Pilot Foru*m**

**Portland, Oregon**

**2008-2009**

**Organizer Background**

*The Center for Diversity & the Environment harnesses the power of racial and ethnic diversity to transform the U.S. environmental movement by developing leaders, catalyzing change within institutions, and building alliances.* *We envision a healthy, flourishing planet and society that sustainably and equitably meets the needs of all through an environmental movement that is diverse, inclusive, successful, vibrant, and relevant, taking into account the needs, perspectives, and voices of all.*

The Center for Diversity and the Environment (CDE) builds bridges between communities of color and the environmental community in order to cultivate a fundamental revolution toward equitability, inclusivity, and diversity in the movement. We believe that a diverse coalition of people strengthens and enriches the work, and builds relevance to communities of color across the U.S.

CDE coordinates the *National Environmental Professionals of Color Network* (EPOC), a growing community of leaders of color across the U.S. at work on a vast array of critical environmental issues, from habitat conservation to environmental justice to upstream public health. At a time when there are over 100 million people of color living in the U.S.—a number that is projected to more than double by 2050—EPOC is working to build coalitions that address the diversity crisis at the heart of the environmental movement. The challenge we face today is also a great opportunity: diversifying environmental organizations while effectively connecting people of color to the environmental movement will enrich as well as strengthen the movement politically, financially and culturally. Development of the EPOC network helps to ensure that the groundswell of activity across the nation does not happen in isolated pockets, but contributes to a comprehensive and strategic path forward.

**Executive Summary**

As part of our effort to facilitate this revolution, CDE’s EPOC Portland chapter organized a year long Forum Series entitled *Diversifying the Environmental Movement (*DEM Forum*).* Funded by the Bullitt Foundation, the DEM Forum was designed to initiate and foster an ongoing dialogue between communities of color and Caucasian-dominated environmental and sustainability organizations about solutions to the root causes that continue to perpetuate a racial and ethnic divide in today’s environmental movement. The goal of this aspect of CDE’s work is to identify action-oriented solutions that stakeholders agree are critical to resolving these persistent issues.

To this end, the DEM Forum was designed as a series of eight dialogues and four networking events, and attracted over 220 individuals and 110 organizations. This year-long community engagement successfully heightened awareness among mainstream environmental and sustainability organizations about the value of diversifying, the need to commit to action, and the benefit of improving effective partnerships between environmental/sustainability organizations and communities of color.

Despite the nation’s rapidly diversifying population—a trend that has been well documented by the U.S. Census Bureau and multiple other studies, including the 2014 *Green 2.0 Report*—environmental and sustainability organizations remain largely staffed and led by Caucasians. As conveners of the DEM Forum, CDE and EPOC Portland endeavored to provide opportunities for individuals and organizations to co-create a more inclusive movement in the Portland metropolitan area that can simultaneously achieve environmental protection goals and serve the needs of communities of color.

The series spawned concrete actions by individuals and organizations to guide our work toward a more inclusive environmental movement in Portland. Organizations are creating diversity action plans, seeking out partnerships with communities of color to better serve those communities, and modifying strategic plans to explicitly address communities of color in Portland.

Four key recommendations emerged from the dialogues to guide both organizational and movement level efforts toward greater diversity, inclusivity and equity:

* Engage & invest in partnerships—environmental and/or sustainability organizations must listen to the needs and concerns of communities of color, and re-shape their programming to meet those needs. Effective partnerships are, by nature, mutually beneficial.
* Redefine environmentalism/sustainability—involving people of color in conversations about how to fundamentally redefining these movements will be necessary to reverse their historic exclusion from critical developmental processes.
* Address power dynamics—look inward at how race related power dynamics affect agenda-setting, leadership and resource allocation in the environmental community, with a goal of sharing power and resources more equally and effectively.
* Address diversity at every level—to create more diverse, inclusive organizations and movements, diversity must be addressed at multiple levels: leadership, staffing, programs, materials and outreach.

[*The Forum] is a great beginning to a long conversation and a lot of hard work ahead. It's important to know that organizations see diversity as integral part of the environmental movement, which has given me hope that the redefining of environmentalism can happen—that people of color can be seen as part of the movement and that this will lead to greater environmental justice.*

*~DEM Participant*

**Introduction**

Today’s environmental and sustainability movements must adapt to be successful in a new era of environmentalism. There is a growing alchemy of change underway in the US—the most recent presidential administration, society’s changing demographics, and public polls that provide evidence that people of color support environmental issues at higher rates than Caucasians. Taken together, these factors culminate in a political and social climate that demonstrates a demand for an environmental movement that appeals to a broader demographic than has historically been welcomed and included. This means an environmental movement that is characterized by inclusivity, diversity, and multicultural relevance and engagement.

And yet, the environmental and sustainability movements remain behind the curve. In a study of 158 environmental institutions, the Minority Environmental Leadership Development Institute found that 33 percent of mainstream environmental groups and 22 percent of government agencies had *no* people of color on staff (Taylor 2005. *Diversity in Environmental Institutions*). A 2002 survey of groups belonging to the *Natural Resources Council of America* revealed that nationally, only 11 percent of staff and 9 percent of board members were people of color (Stanton 2002. *Environmental Stewardship for the 21st Century*). The environmental movement is not reflective of the face of America, a face that is currently one-third people of color and is projected to reach one-half by 2050.

Today’s lack of racial and ethnic diversity in environmental institutions severely limits both the effect and reach of the environmental movement. A 2008 Oregonian article entitled *In Oregon and the U.S., Green Groups are Mostly White* revealed that only about 4% of the staff and board of five mainstream environmental groups in Oregon were people of color. There are no people of color on the 10-member governor appointed Oregon Global Warming Commission (11th position vacant at the time of this writing, October 2014). The lack of diversity in the environmental movement should be cause for alarm; without the active involvement of people of color in the environmental movement, it stands to lose both relevance and influence. Furthermore, these statistics do not reflect contributing issues within environmental institutions that run much deeper than simple numbers. People of color are often hired as support staff and into positions not necessarily well poised for leadership potential. Additionally, people of color on staff at environmental organizations may feel unwelcome and/or uncomfortable within that homogeneous culture, and may leave the organization. Worse yet, they may leave the movement altogether. Without training and strategic guidance, even organizations that wish to diversify may struggle to make meaningful and substantive progress in their efforts.

The diversity crisis goes beyond issues within organizations—effective outreach to communities of color remains rare. And many organizations may not be willing to commit the necessary resources to development of their cultural competence because they believe diversification to be incidental to their primary strategic goals. There is also an insidious and common misperception that people of color do not care about the environment, and are therefore not a valuable constituent to engage. However, contemporary polls and studies reveal this belief to be a myth. A Los Angeles Times exit poll for a multi-billion dollar 2002 California bond measure to protect water quality and open space revealed that 77% of African Americans, 74% of Latinos, 60% of Asians, and 56% of Caucasians approved the measure. A recent poll commissioned by The Nature Conservancy and Trust for Public Land showed that 77% of Latino voters (versus 65% of all voters) support a tax increase to protect water quality and open space. (Los Angeles Times 3/7/2002. *Exit Poll Voter Demographics: How Propositions 40 and 45 Fared Among Voters*). Finally, a lack of funding from traditional sources dedicated to diversification financially limits the movement’s capacity to strategically and comprehensively diversify. These underlying issues have led the movement to a point of crisis—without participation and leadership from people of color, the movement lacks resonance, limits its relevance, and risks losing momentum.

The DEM Forum provided a key-organizing vehicle around which to address the root causes of the diversity crisis, as well as to develop a comprehensive and collaborative strategy for the path forward. The Forum sought to reframe misperceptions that have been perpetuated by a historic lack of understanding and dialogue, and to foster connections that will be instrumental in building coalitions. The Forum educates participants, encourages and supports them in furthering their learning, and promotes effective actions that lead to personal, organizational, and community-wide change.

**The Diversifying the Environmental Movement Forum Series**

In 2008-2009, the CDE’s Portland Chapter of Environmental Professionals of Color (EPOC) convened a year long *Diversifying the Environmental Movement Forum* (DEM Forum), an eight-part dialogue series that evaluated diversity issues that plague Portland’s environmental movement. The goal of the DEM Forum wasto convene the environmental and sustainability community, communities of color, and other interested parties to examine and find action-oriented solutions to the problems that perpetuate a racial divide in the environmental movement. The goals included educating participants on diversity and equity issues, building cross-organizational and cross-cultural alliances and relationships, and facilitating the development of effective action plans to create change on a personal, organizational, and movement-wide level. The DEM Forum functioned as the central vehicle for representatives from environmental institutions to learn about, initiate and/or continue diversity efforts.

The Forum series included eight dialogue sessions and four networking events, which engaged over 220 environmental and social justice leaders from over 110 institutions in the Portland metropolitan region and beyond (see Page 9 for a list of participating institutions). We reached out to people from conservation, global warming, sustainability, environmental justice, public health, civil rights, social justice, human rights, environmental education, parks & recreation, and traditional and non-traditional environmental fields, as well as funders, community groups, and other interested parties.

**The Dialogue Sessions**

**The** **first three Forum Dialogue Sessions** were invitation-only. These were designed to encourage deeper thinking and exploration of the unique issues of identity groups, as well as to allow participants to identify the most effective action-oriented solutions to address the root causes of the movement’s persistent racial divide.

**Session descriptions:**

**(1) People of Color/Social Justice Group Forum**—100% People of Color, participants explored the unique issues and challenges that people of color face in the environmental movement, especially as one of few people of color at environmental institutions and/or attending environmental events. Participants engaged in deep dialogue, discussed visions for diversity in the environmental movement as well as barriers to that vision, and identified movement-wide priorities for diversifying Portland’s environmental community.

**(2) The Mainstream Environmental Institution Forum**—97% Caucasians, participants explored the influence of white privilege in their personal and professional lives and the environmental movement. Participants engaged in deep dialogue, discussed visions for diversity in the environmental movement as well as barriers to that vision, and identified movement-wide priorities for diversifying Portland’s environmental community.

**(3) Together Forum**—This forum brought participants from the first two forums together to engage in a day of relationship building, exploration of and learning about diversity issues, introduction of tools to diversify institutions, and small group dialogue about effective actions and top priorities for diversifying Portland’s environmental movement. The day was characterized by inspiration, hope and commitment. Participants developed personal and organizational diversity action plans, and committed to taking steps towards diversifying their organizations. Participants also identified four diversification priorities, which set the agenda for the remaining forums.

**The next 5 Forum Dialogue Sessions (4-8)** were focused as follows: (4) Investing in partnerships; (5&6) Redefining and transforming the meaning of *environmentalism*; (7) Addressing power and privilege dynamics; and (8) Addressing diversity in organizational policies, procedures, programs, and activities.

**(4) Partnership Forum**—This forum focused on partnerships, primarily among organizations of color andmainstream environmental groups. It focused on deconstructing the role of power and privilege as it relates to successful partnerships and collaborations. Organizations were paired and grouped to encourage exploration of possible collaborations.

**(5) We Define Environmentalism & Sustainability Forum, Part I**—A forum for people of color, participants discussed whether concepts of *environmentalism*, g*reen*, and *sustainability*, and their associated movements are perceived to be helping communities of color.

**(6) We Define Environmentalism & Sustainability Forum- Part II**—A continuation of Part I focusing on action-steps to ensure that environmentalism and sustainability incorporates the voices, perspectives, and priorities of people of color.

**(7) Exploring Power, Privilege, and Tools for Change Retreat**—This retreat provided diversity training and introduced tools to develop action-based solutions at the movement-wide, organizational, and individual levels.  Participants explored their individual lenses and filters, as well as the role of power and privilege in the environmental movement. Each participant left with a deepened understanding of diversity and an action plan to guide work in their individual spheres of influence.

**(8) Iantha Gantt-Wright Speaking Event—**Nationally renowned consultant, trainer, and leader in diversifying the environmental movement, Iantha shares decades of experience working with national environmental organizations and government agencies on issues of diversity and inclusion.

In addition to the forums, which focused on learning, relationship building, and action-oriented solutions, we hosted **four networking events**, including receptions and a summer picnic to provide unstructured time for participants to develop relationships.

**From Learning to Action**

Each participant committed to implementing a self-created individual and organizational diversity action plan. Productive outcomes and innovations are already occurring, including:

* Asian Pacific American Network of Oregon developed a partnership with OPAL (Organizing People- Activating Leaders), Environmental Professionals of Color, and other community-based organizations to conduct a needs assessment and create a leadership institute for Asian Pacific Islander communities around the challenges and the opportunities of the new green economy.
* Johnson Creek Watershed Council adopted a diversity strategy to meet the changing demographic of their landscape.
* Community Cycling Center integrated diversity into its 20-year organizational vision and committed to diversifying their organization both internally and externally. They have conducted a community needs assessment to better understand barriers to bicycling within the African American and Latino communities in North and Northeast Portland.
* Cascade Land Conservancy (WA) initiated a diversity initiative.
* Portland’s Bureau of Planning and Sustainability’s (BPS) Diversity Council has utilized some of the tools presented at the Forum series to implement an internal diversity assessment. They have also reached out to organizations and communities of color in many of their programs, such as Recycle at Work, Fix-It-Fairs, and the Waste Prevention Program.
* Audubon Society of Portland has worked on diversity at the board and staff level. They invited an EPOC member to join their board and included a diversity dialogue and strategy session at a board meeting. They applied for and secured a grant to fund their diversity work.
* Columbia Land Trust has worked on diversifying their leadership. They invited an EPOC member to participate on their trustee advisory group.
* Sightline Institute invited three EPOC members to participate on their trustee advisory group. They made diversity an organizational focus in 2010.
* Three Rivers Land Conservancy, Columbia Land Trust, and Audubon Society of Portland were integral in inviting Peter Forbes, founder and executive director of the Center for Whole Communities, to speak in Portland in Fall 2009.
* Metro has hired CDE to help guide their diversity work.
* Many DEM participating organizations have demonstrated interested in CDE’s Equity Audit.
* Robert Marino, DEM participant, conducted a listening session with community leaders of color exploring how to be an ally to people of color. He presented his findings at DEM Session 5.
* Robert Marino has convened a white allies group (a sister group to EPOC).
* REI has begun engaging grantees around diversity issues, has added diversity training to their regional conference, and has connected EPOC with some of their community partners.
* Participants have included diversity and inclusion in environmental conferences, including the Association of Oregon Recyclers’ conference, Achieve Green NW Conference, Coalition for a Livable Future’s Regional Livability Summit, the Illahee Society and Oregon Zoo speaker series.
* An AmeriCorps member used our initial dialogue model to discuss diversity in Lake Oswego.
* Focus The Nation organized a discussion session with EPOC to explore diversity and equity actions to improve Focus The Nation’s activities.
* Sydney Lezak Project has included environmental and equity issues at an annual institute gathering
* EPOC Portland has continued a weekend dialogue session every other month based on the *We Define Environmentalism and Sustainability Forums.*

**Forward Thinking Recommendations for the Future of the Environmental Movement**

Developing action-based solutions on individual, organizational, and movement-wide levels was emphasized throughout the Forum series. Based on the Forum dialogues, feedback from participants, and the EPOC Planning Committee, the following are recommendations that, moving forward, will help to foster a more inclusive, successful, and relevant environmental movement in Portland, Oregon.

During the first three focused forums, participants identified top priorities for effectively working to diversify Portland’s environmental movement, and they are important concepts to keep at the leading edge of this work as we move forward. To reiterate, these areas are:

(1) **Partnerships (Internal and External)**—Collaborative partnerships strengthen our efforts, build resonance and credibility with various audiences, and create fundraising opportunities. Collaborative engage with other organizations will help us to identify common goals across difference, and help us improve our ability to actively hear and address the interests of communities of color.

(2) **Redefining and transforming the meaning of "Environmentalism**—Expand the definition of environmentalism to broaden the range of work encompassed within the term and to include priorities identified by communities of color. We must work to educate the mainstream environmental movement about the historic and persistent underlying complexities of this term, as well as empowering people of color to adapt in order to be empowered in the process. This will demand deconstruction of the image of the environmental movement, as well as symbols of sustainability and related terms to allow communities of color to engage in the broadened sense of the movement.

(3) **Addressing Power Dynamics**—Lead and sustain an ongoing and systematic power analysis, and support avenues of internal and external organizing for social justice within the environmental movement. Understand the politics and power dynamics between the mainstream movement and communities of color, the current state of social change, & current needs and offerings to help reimagine power and privilege.

(4) **Diversity in Organizational Policies, Procedures, Programs, and Activities**—Develop & implement organizational policies, programs, activities, procedures, and dedicated resources that demonstrate commitment to diversity and means of measuring success.

**Recommendations for Organizations**

The following are organizational priorities, many based on movement-wide recommendations to strengthen organizations that adopt them, as well as to provide long range guidance to the environmental and sustainability movements as a whole:

* *Establish Partnerships*—Begin to seek partnerships and collaborations across race and difference. Collaboration between mainstream environmental organizations and organizations of color will diversify partnerships and lead to innovation that will yield valuable solutions to address new and emerging environmental crises, including global warming. Organizations that are working on diversity should partner with other similar groups working to diversify.
* *Redefine Environmentalism*—Seek and commit to a broader, more inclusive definition of environmentalism and the environmental movement. For example, social justice groups have initiated environmental and sustainability programs, and studies show that African-Americans households emit 20% less carbon dioxide than white households (*African Americans and Climate Change: An Unequal Burden*, 2004, Congressional Black Caucus Foundation, Inc.). Including these emerging groups in organizational dialogue and environmental policymaking will greatly strengthen the environmental movement. Advertising innovative partnerships and relationships that communities of color have with the natural environment will help to break the stereotype that the environmental movement is isolated to particular races and classes. This work requires that mainstream environmental organizations commit resources and time to diversification, and investigate environmental priorities that are of interest to communities of color.
* *Analyze Organizational Power & Privilege*—Organizations must seek to understand power and privilege as it exists in the environmental movement, and must evaluate their internal culture, power and privilege. Is the culture homogeneous and/or exclusive? Is the organization committed to inclusion in every aspect of its operations? In order to evolve, organizations must recognize how power and privilege play out when interacting with new constituencies, and must commit to organizational change and leadership development.
* *Include Diversity in all Aspects of Organizational Operations*. Commit to integrating diversity actions into existing programs and activities, as well as staff work plans. CDE’s Equity Audit can help facilitate this process and provides practical strategic direction via tangible action steps.

**Recommendations for Individuals**

Individual leadership is a critical element in ensuring a successful evolutional toward diversification and inclusivity. Diversity progress doesn't happen on good intentions alone, but must be supported by measurable follow-through. Commitment means translating learning and inspiration into action.

* First focus on doable actions—look at individual work plans and assess spheres of influence to identify practical actions. For outreach and education staff, include connecting with communities of color and providing educational materials in appropriate languages. For individuals organizing environmental conferences or events, include diversity topics and sessions and a diverse line-up of speakers and presenters.
* Continue to build relationships across race and ethnicity, both personally and professionally. Don’t wait for events or trainings to build relationships. Diverse relationships provide an opportunity to dismantle stereotypes and cultural misunderstandings, and are the foundation for building a diverse network.
* Continue learning. Seek networks, gatherings, trainings, and resources to continue becoming more culturally competent. Strive to view both your work and the world through an equity lens. Understanding diversity, equity, and inclusion is a lifelong journey.

**Lessons Learned**

Discussions about race, ethnicity, and power can be difficult and even destructive if not professionally guided and gracefully facilitated. Done well, these discussions are powerful and transformative, and can provide innovative solutions to environmental and social challenges. Input from planning committee members with expertise around race dialogue and deep analysis of race issues in the environmental movement ensured a solid foundation for the DEM Forum series.

However, race and diversity dialogues are inevitably wrought with challenges. The following lessons learned can provide insight into facilitating diversity dialogues within environmental communities:

* Provide immediate value to community-based organizations of color. Asking them to *help* mainstream environmental groups work on diversity may seem disrespectful; many of these organizations are already resource limited, with existing demands on their time and labor.
* Always use strong and experienced facilitators. Since a facilitator can make or break a session, this aspect of session planning is a critical and worthwhile investment of resources.
* Provide dialogue opportunities for specific sub-groups (people of color sessions and mainstream environmental group sessions), which allows for addressing root issues faced by each group.
* Connect Learning to Action. Raising awareness is essential groundwork, but helping participants commit to action helps to create real change.
* Build Relationships. Invite a diversity of participants and include activities that emphasize relationship building across race and ethnicity as well as opportunities for participants to engage personally. Organize small groups (of 2-4 people) who are committed to helping each other with their diversity work. Strong relationships prevent deep, intense dialogues from falling apart, and are key to continuing diversity work beyond the Forum.
* Provide a variety of settings, locations, and structures to encourage a broad spectrum of participation. The DEM included sessions that were one hour, half-day, full day, and 2-days. Locations varied, including venues in areas within communities of color.
* Provide unstructured networking time. The DEM Forum included hard work and difficult conversations, and intense dialogue is inevitable. Casual, unstructured, fun networking events can help balance the energy of the work and allow participants to build strong relationships.
* Commit to a Learning Process. It is critical to survey participants for feedback on the Forum. It is rare to get everything right when working on diversity, so commit to soliciting feedback to adapt via iterative improvement of the process.
* Create Safe Spaces. Issues around race and ethnicity are often personal and sensitive. Invite participants to be “comfortable with being uncomfortable”. Emphasize that no questions are “dumb,” especially in the context of learning, growing, and connecting with each other.

**Appendices**

**Participating Institutions**

1000 Friends of Oregon

Adore Recordings

African American Outdoor Association

Asian Pacific American Network of Oregon

Association of Environmental Health Academic Programs

Audubon Society of Portland

Bainbridge Graduate Institute

Bullitt Foundation

Carbon Concierge

Carlson Communications

Cascade Land Conservancy (WA)

Cascadia Region Green Building Council

Center for Diversity & the Environment

Center of Intercultural Organizing

City of Gresham

City of Portland’s Bureau of Environ Services

City of Portland’s Bureau of Planning & Sust.

City of Portland’s Office of Neigh. Involvemt..

City of Salem

Coalition for a Livable Future

Columbia Land Trust

Community Cycling Center

CRAG Law Center

Earthjustice (CA)

Environmental Professionals of Color

Focus The Nation

Forest Park Conservancy

Groundwork Portland

Immigrant and Refugee Community Org.

Johnson Creek Watershed Council

Latino Network

Lazar Foundation

Metro

Metro Department of Sustainability

Meyer Memorial Trust

MIG, Inc.

Multnomah County Health Department

Native American Youth and Family Services

National Parks Conservation Association (CA)

NE Coalition of Neighborhoods

Northwest Service Academy Americorps

OPAL

Oregon Action

Oregon Department of Environmental Quality

Oregon Environmental Council

Oregon League of Conservation Voters

Oregon Wild

Oregon Zoo

Our United Villages

Portland Development Commission

Portland Parks and Recreation

PSU’s Social Equity & Opportunity Forum

Portland Urban Initiative

ReBuilding Center

REI

River Network

Sightline Institute

SOLV

Spirit Mountain Community Fund

Sustainable Development Commission

The Conservation Fund

The Nature Conservancy

Three Rivers Land Conservancy

Trimet LIFT

Trust for Public Land (TPL)

TPL Tribal & Native Lands Program

Verde

Washington County Dept. of Sustainability

Willamette Pedestrian Coalition

***Feedback on the Forum***

*“The forum was AMAZING. The tools and follow up materials have been incredibly helpful, and I have already begun sharing the fruits of this forum with folks in my position across the country. We will be meeting with our HQ partners and the rest of the team in the coming weeks to discuss our various efforts to address diversity in our markets; this particular forum was the most successful effort thus far, supported by REI in terms of follow up and next steps. We are really moving the mark here in Portland, actually much faster than other parts of country, as far as I can tell. I can’t tell you how thankful I am that [my institution] is so well connected with The Center for Diversity and the Environment, and now, many other organizations also addressing this important topic.” ~ Michelle Emmons, REI*

*“My focus in Our United Villages is on community outreach and capacity building in line with our mission: To inspire people to value and discover existing resources to strengthen the social and environmental vitality of communities. My participation in two sessions connected me with amazing people doing amazing work to diversify the environmental movement. I believe diversifying the movement is the bottom line sustainability factor. These sessions were educational, inspiring and a great resource for collaborative efforts. I feel better able to articulate the critical need to build on the movement and ways to do that.”*

*~ Linda Hunter, Our United Villages*

**When asked, *“What has the Diversifying the Environmental Movement Forum series meant to you?”* participants provided the following responses:**

*“The opportunity to establish deeper commitment - which is a HUGE thing that I take even more seriously now. I was able to see what my participation means to the movement - that I can make a difference - and that this cannot be a back-burner project for me, for my program, my staff or my workplace. It's a scary, huge task, but the forum series has also shown me that I'm not alone.”*

*“This is the first time in my life I have ever really had any conversations around race, power and privilege. Its opened up my eyes to a host of things I knew little about; as an [Environmental Professional of Color] I've found comfort in starting to better understand these issues.”*

*“It brought the issue to my attention, which sounds basic, but is actually a very powerful first step. The key for me will be to continue to pay attention to the issue in a world where there are many important issues, and two small children, clamoring for my attention.”*