

Diversity and the Environment Webinar Series

Presented by:



Racial Diversity in the U.S. Climate Movement

TUESDAY, MARCH 17, 2020
12:00 PM-1:00 PM ET



Everyone should be connected via Audio Broadcast upon entering the webinar. You do not need to call in & you are automatically muted



The presentation will be recorded and posted to the Antioch CCPCR web site within one week



Please submit any questions you have for the presenter in the Q& A section



If you are having trouble with any aspect of the broadcast, use the Chat section to message the Host directly

Abi Abrash Walton, Ph.D.

Faculty, Department of Environmental Studies

Director, Master's Programs

Director, Advocacy for Social Justice & Sustainability

Master's Concentration,

Co-Director, Center for Climate Preparedness &
Community Resilience

Director, Conservation Psychology Institute

Antioch University New England



Presenter

Clara Fang

Higher Education Outreach Coordinator
Citizens' Climate Lobby

PhD Environmental Studies
Antioch University

Master of Environmental Management
Yale University



Racial Diversity in the U.S. Climate Movement

Clara Fang

**Antioch University
March 17, 2020**

What we are going to cover

Why and what
is diversity?

1

How are we
doing?

2

Building a just
and inclusive
climate
movement

3

Why diversity?


A photograph of a dense crowd of people in a public space, likely a transit station or a busy street. In the foreground, a man with glasses and a black face mask looks directly at the camera. Next to him, a woman with dark hair and a light blue face mask looks down. Other people in the background are also wearing masks, and the scene is filled with soft, out-of-focus lights, suggesting an indoor or evening setting.

Reflections on the Coronavirus and the Oneness of Humanity

Homa Sabet Tavangar • Mar 4, 2020 • 19 Comments

 Like

 Share

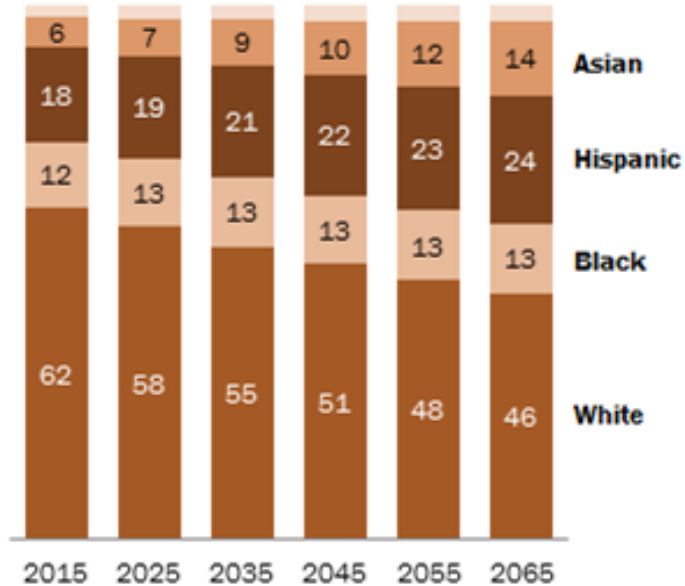
 Tweet

Nature thrives on diversity



By 2055, the U.S. Will Have No Racial or Ethnic Majority Group

% of projected U.S. population



Note: 2015 numbers are estimates; numbers for other years are projected. Whites, blacks and Asians include only single-race non-Hispanics. Asians include Pacific Islanders. Hispanics are of any race. Other races shown but not labeled.

Source: Pew Research Center projections

PEW RESEARCH CENTER

POC Voters are Increasingly Determining Outcomes of Elections




Image from: <https://www.lwvcga.org/how-safe-are-georgias-elections/>

A man puts his baby on top of his car as he and a woman abandon their car in New Orleans during Hurricane Katrina in 2005.

REUTERS/Rick Wilking



People of color are usually the hardest hit from the effects of climate change.



100-200%

More heat related deaths among African Americans



90%

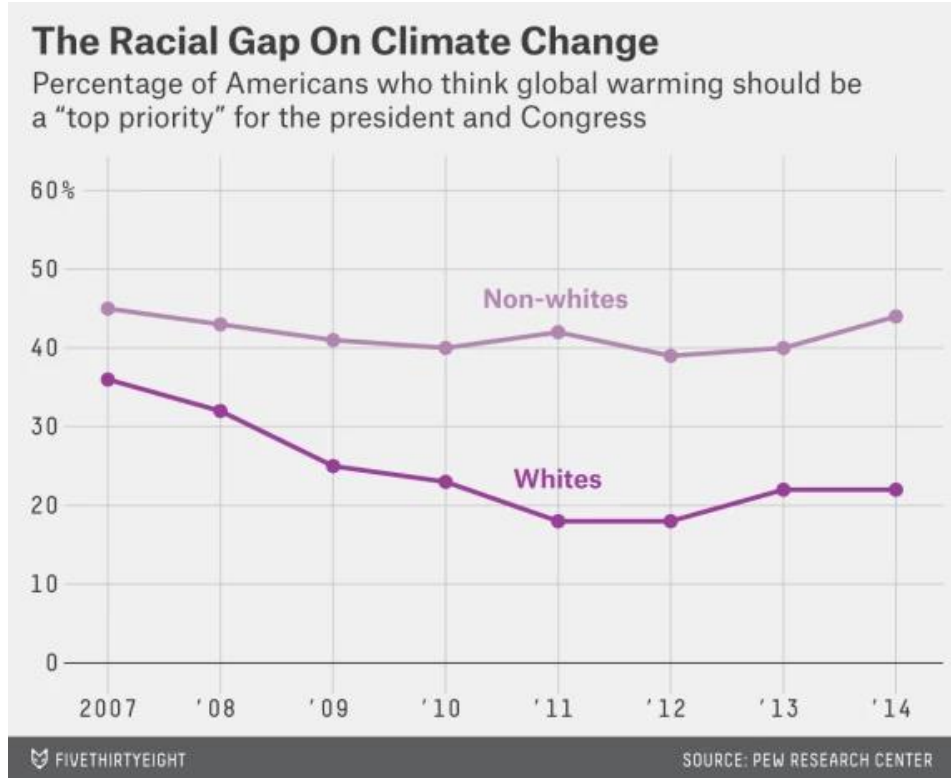
Increase in heat related deaths due to climate change



71%

African Americans living in counties in violation of federal air pollution standards (compared to 58% for whites)

POC Support Climate Action More Than Whites



People of color in the United States perceive greater risks for threats posed by climate change than whites, even when controlled for age, gender, household income, education, political views, and rural/urban place of residence.

Macias, T. (2016). Environmental risk perception among race and ethnic groups in the United States. *Ethnicities*, 16(1), 111-129.

Reported Benefits of Diversity to Organizations

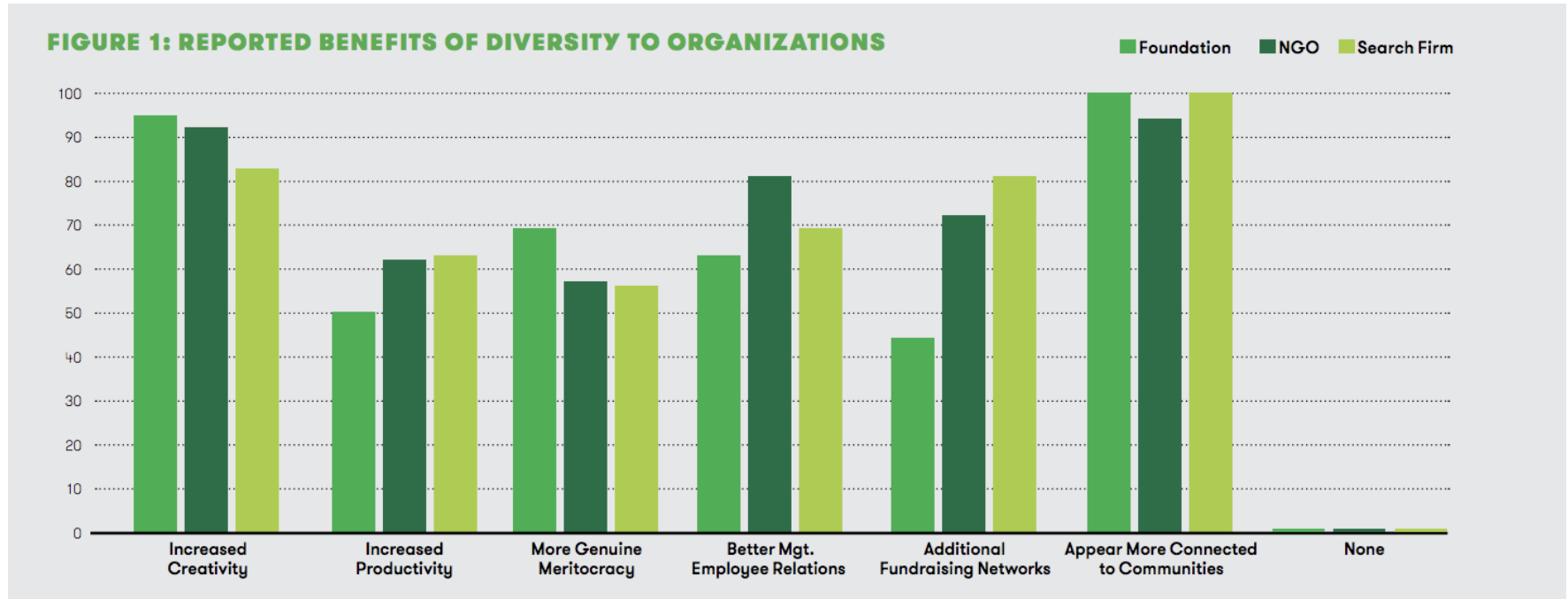


Image from: Beasley, M. (2017). *Beyond Diversity: A Roadmap to Building an Inclusive Organization* (p. 29). Retrieved from Green 2.0 website: <https://www.diversegreen.org/beyond-diversity/>

Reported Benefits of Diversity to the Environmental Sector

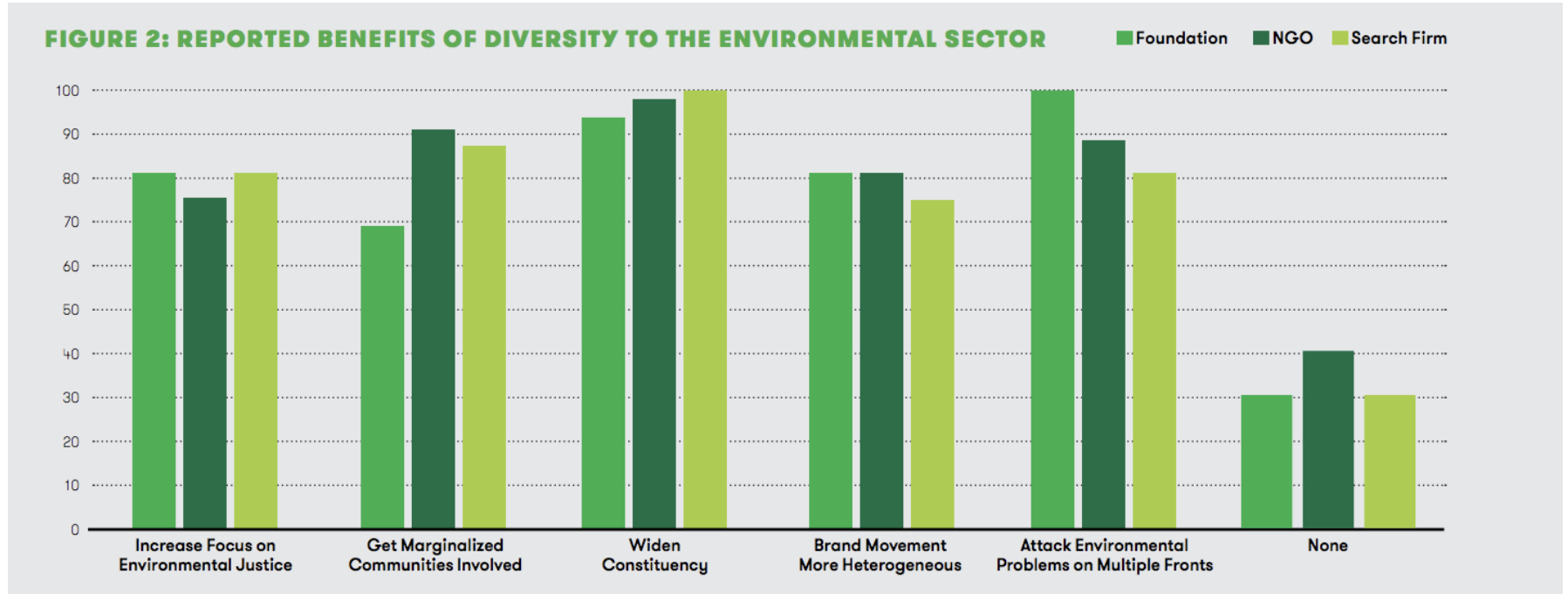


Image from: Beasley, M. (2017). *Beyond Diversity: A Roadmap to Building an Inclusive Organization* (p. 29). Retrieved from Green 2.0 website: <https://www.diversegreen.org/beyond-diversity/>

Environmental Organizations Risk Becoming Irrelevant



Without support of POC, the environment risks being marginalized as a “white, upper-middle class, suburban, boutique-y” issue that doesn’t speak to the reality of the vast majority of people in the US and around the world.” (Park 2009)

“Talented people who do not identify with the dominant culture will feel undervalued, unappreciated, burned out, and leave the organization or the movement all together.” (Bonta 2008)

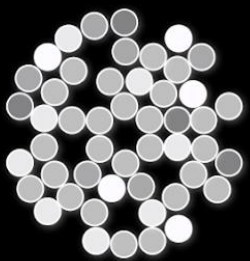


What do we mean by diversity?

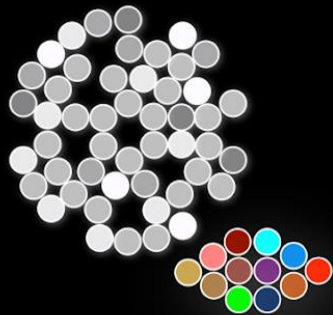
Distinctions among Diversity, Inclusion, and Equity



D5 Coalition. (2015). Final state of the work: Stories from the movement to advance diversity, equity, and inclusion. Retrieved from <http://www.d5coalition.org/wpcontent/uploads/2016/04/D5-SOTW-2016-Final-webpages.pdf>.



Exclusion



Segregation



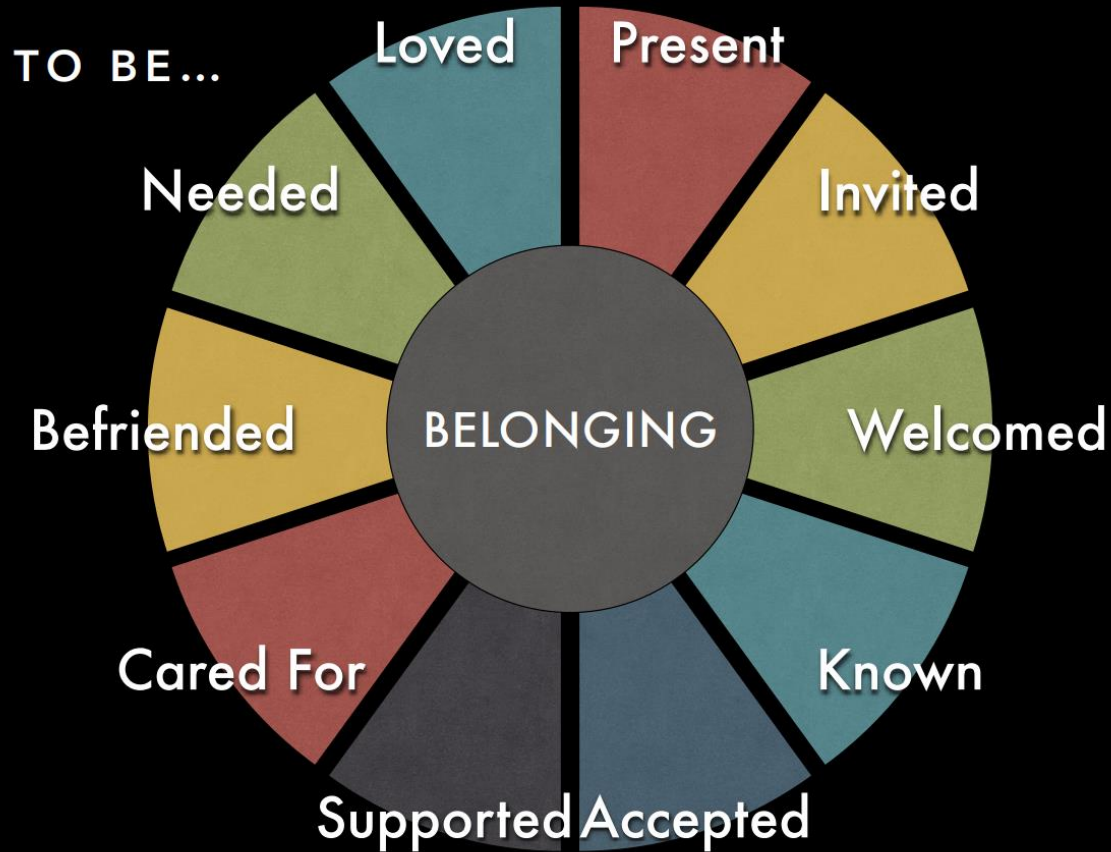
Integration



Inclusion



Belonging



How are we doing?

POC Are Underrepresented in Environmental Organizations

POPULATION AND EMPLOYMENT TRENDS OF PEOPLE OF COLOR

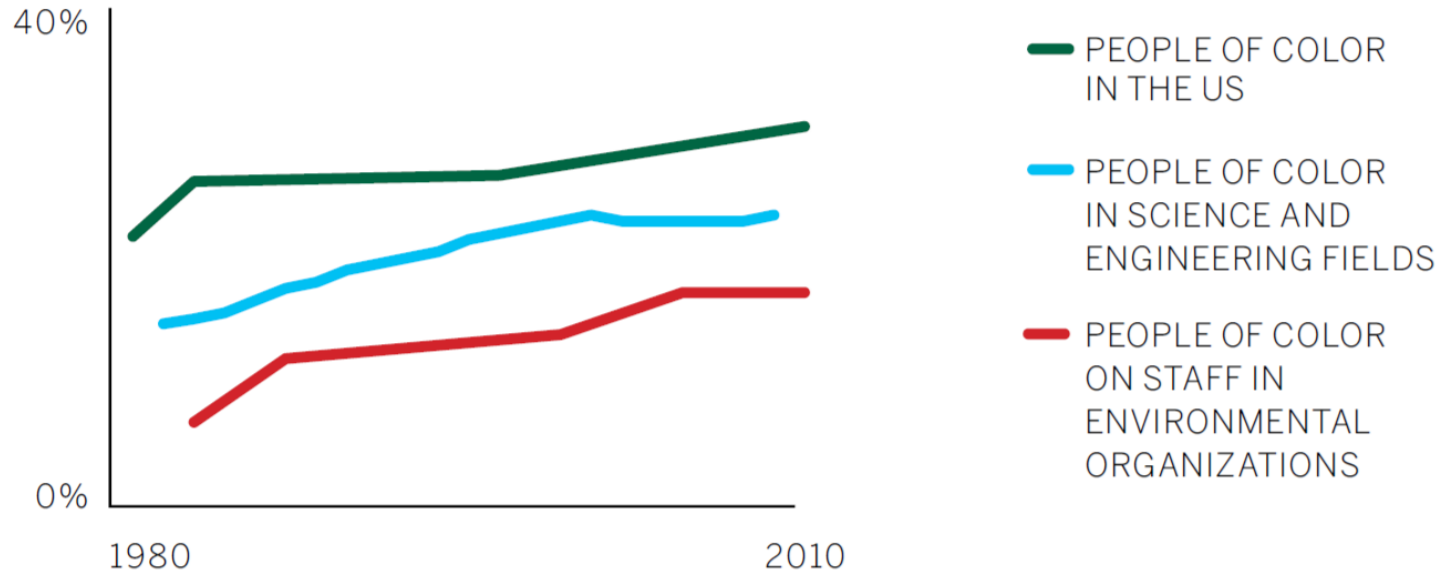
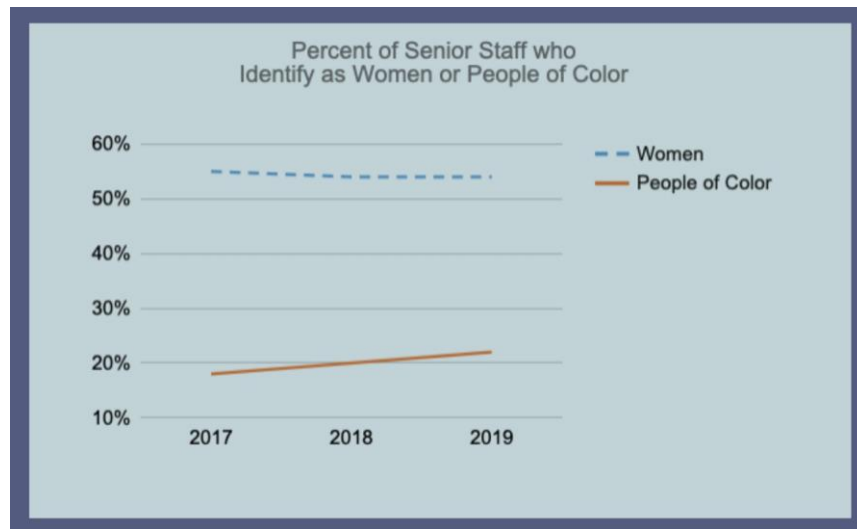
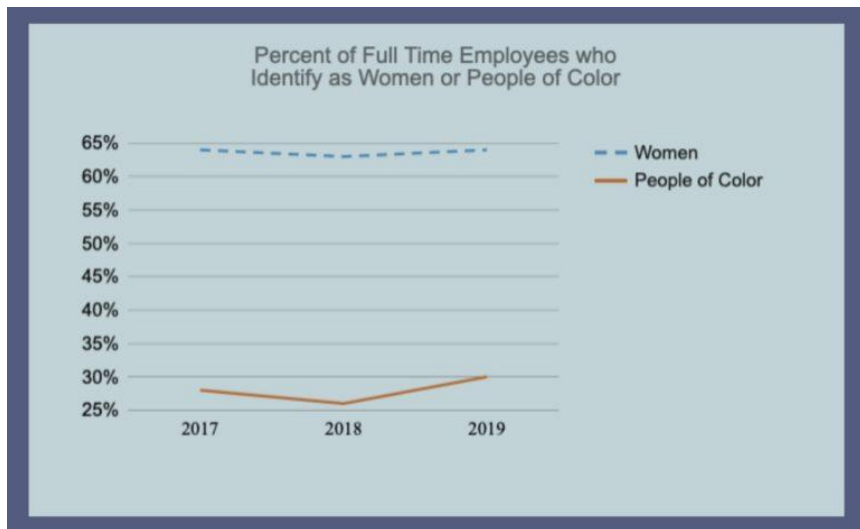


Image from: Taylor, D. (2014, July). *The state of diversity in environmental organizations*. Retrieved from https://orgs.law.harvard.edu/els/files/2014/02/FullReport_Green2.0_FINALReducedSize.pdf.

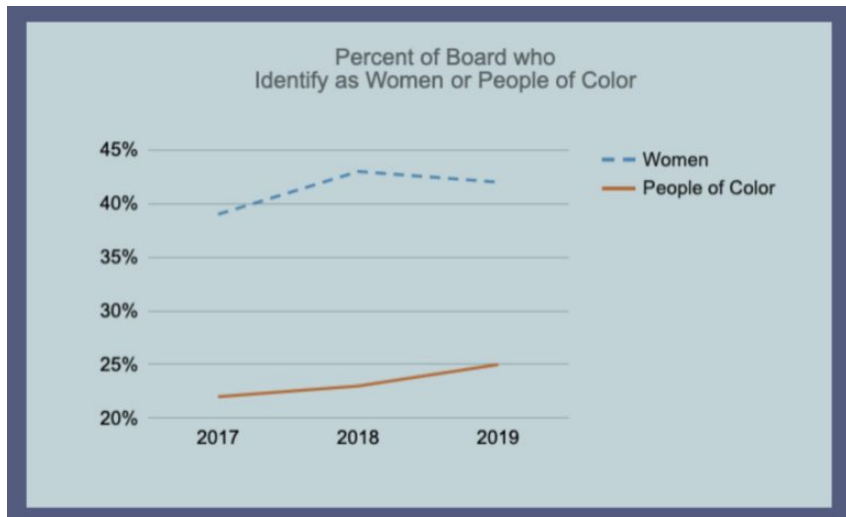
Diversity in Top 40 Env NGOs

For the third year in a row, Green 2.0, an independent advocacy campaign to increase racial and ethnic diversity among the top 40 mainstream environmental movement NGOs and its top 40 funders, presents diversity data from the movement's largest organizations. As in 2017 and 2018, the 2019 Green 2.0 Transparency Report reflects data collected from the NGOs and Foundations on the number of women and people of color on their full-time staff, senior staff, and boards as collected through Green 2.0's partnership with Guidestar by Candid. The full report shows the individual data for the top 40 NGOs and funders as reported over the three years.



Diversity in Top 40 Env NGOs

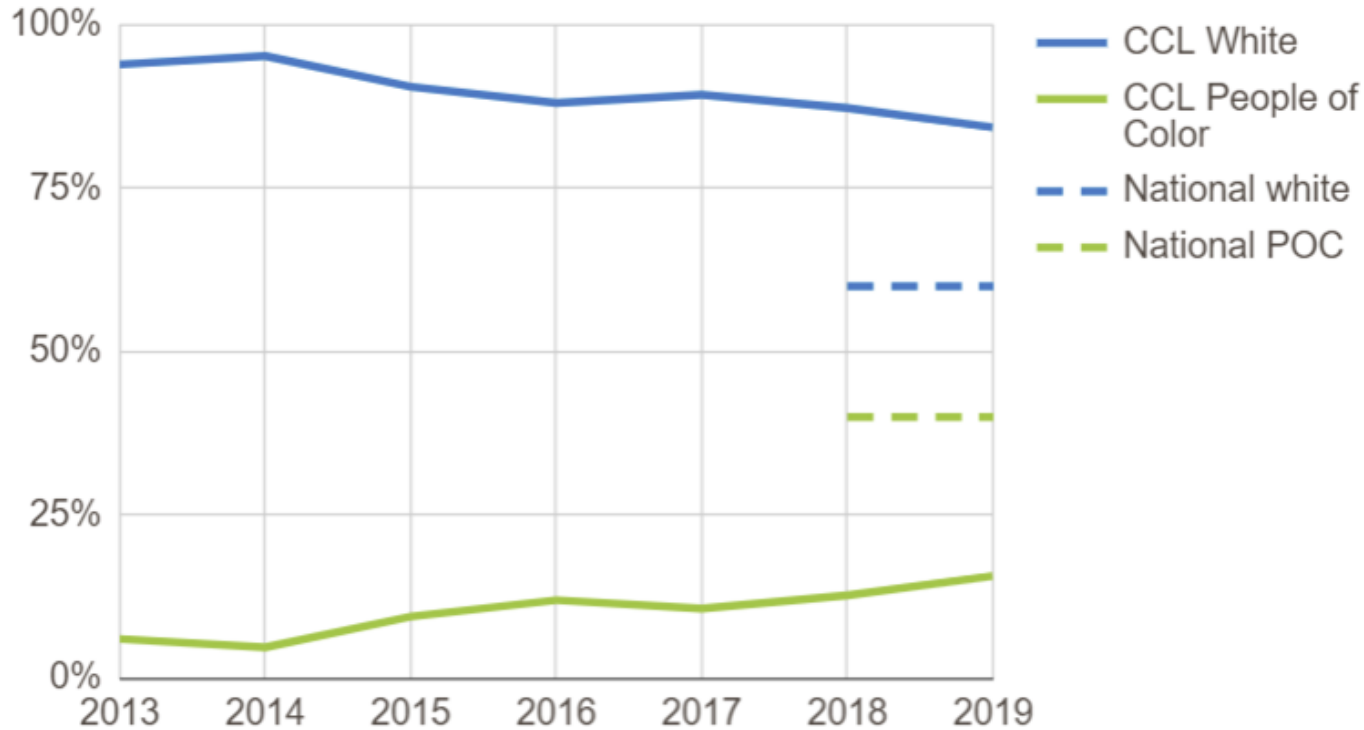
For the third year in a row, Green 2.0, an independent advocacy campaign to increase racial and ethnic diversity among the top 40 mainstream environmental movement NGOs and its top 40 funders, presents diversity data from the movement's largest organizations. As in 2017 and 2018, the 2019 Green 2.0 Transparency Report reflects data collected from the NGOs and Foundations on the number of women and people of color on their full-time staff, senior staff, and boards as collected through Green 2.0's partnership with Guidestar by Candid. The full report shows the individual data for the top 40 NGOs and funders as reported over the three years



“Young people are already building separate lanes of influence on climate change. Their leadership, messaging and organizing strategies are noticeably more inclusive and racially diverse than the institutions that comprise the wider movement. They are nimble and rapidly responsive, and they are in part because they are the communities they are trying to save. We trust that the longstanding, mainstream environmental movement can push itself to remain relevant by evolving similarly and rapidly.”

**There is no data on diversity
in the climate movement!**

Racial diversity at Citizens' Climate Lobby



Climate movement

“When I joined the climate movement, I thought there would be swaths of students of color like me. That wasn't the case.

“Certain individuals tended to dominate discussions.”

“A member of Extinction Rebellion spoke at a Fridays for Future meeting about minors volunteering themselves to get arrested. No person of color in their right mind would ever willingly get arrested, when the [stakes include police brutality](#).”



Cynthia Leung says she noticed a lack of diversity at Fridays for Future meetings.

Photo by Izzie Ramirez from

https://www.vice.com/en_us/article/43kn7b/the-climate-movement-needs-to-make-teens-of-color-feel-more-welcome

Cynthia Leung; New York

Uganda Climate Activist Cropped Out of Photo



I was not on the list of participants. None of my comments from the press conference were included,” she said. “It was like I wasn’t even there.”

<https://www.theguardian.com/world/2020/jan/29/vanessa-nakate-interview-climate-activism-cropped-photo-davos>

Climate activists Vanessa Nakate, Luisa Neubauer, Greta Thunberg, Isabelle Axelsson and Loukina Tille, from left, arrive for a news conference in Davos. A Kampala native, Nakate is the founder of the climate action groups Youth for Future Africa and the Rise Up Movement.

Greta Thunberg



Image from <https://nypost.com/2019/12/16/greta-thunberg-documentary-set-for-hulu-amid-train-controversy/>

Pursued by a media scrum ever since arriving at the two-week conference last week after crossing the Atlantic by catamaran, Thunberg stayed largely silent during her first official appearance at the UN climate summit, to allow a young Native American, a Ugandan, a Philippine and a Pacific islander to speak.

“Their rights are being violated across the world and they are also among the ones being hit the most and the quickest by the climate and environmental emergency,” Thunberg said of indigenous communities.

<https://www.reuters.com/article/us-climate-change-accord-greta/activist-thunberg-turns-spotlight-on-indigenous-struggle-at-climate-summit-idUSKBN1YD1J5>

Jamie Margolin

Jamie is a Colombian-American writer, community organizer, activist, and public speaker living in Seattle, Washington. She is the founder of Zero Hour, an international youth climate justice movement.

Her identity as a Latina Jewish lesbian drives her passion to fight for those who are oppressed and marginalized.

Image from

<https://www.internationalcongressofyouthvoices.com/jamie-margolin>



Isra Hirsi



Isra Hirsi, photo by Colin Michael Simmons

<http://www.citypages.com/news/isra-hirsi-the-climate-activist/561264211>

“Attending [the climate strike in Washington, D.C.](#), was everything I wanted but also dreaded. We had amazing speakers — our own organizers! But a diverse group of organizers didn’t mean a diverse group of participants. Talking about my experiences to a crowd of thousands was amazing, but it was discouraging how few of the faces in the crowd looked like me. It showed how the climate movement needs a drastic change toward diversity before we can truly be intersectional and effective.”

[Isra Hirsi](#) on Mar 25, 2019

Autumn Peltier

Autumn is a Canadian water activist and she advocates for clean drinking in First Nations communities and across Mother Earth. She comes from Wikwemikong First Nation/Manitoulin Island and is from Ojibway/Odawa heritage (on Manitoulin Island in northern Ontario)

She has spoken at the United Nations World Water Day on March 22, 2018, been honoured by the Assembly of First Nations as a water protector, and travelled to Stockholm, Sweden, for World Water Week in August 2018, invited by the United Nations as a Keynote speaker.



Indigenous water activist Autumn Peltier, 15, addresses a forum at the UN.

Image from <https://www.cbc.ca/news/world/canadian-indigenous-water-activist-autumn-peltier-addresses-un-on-clean-water-1.5301559>

Helena Gualinga



Activist Helena Gualinga, photograph by Allison Hanes
Image from <https://www.wbur.org/hereandnow/2019/12/13/helena-gualinga-climate-change-activist>

Gualinga is a spokesperson for her Sarayaku Indigenous community. Her activism includes exposing the conflict between her community and oil companies by carrying an empowering message among the youth in local schools in Ecuador.

In her message, she exposes how Indigenous communities in the Amazon have experienced climate change. She includes the higher prevalence of fires, flood-related diseases and devastation, desertification, and the faster melting of mountain peak glaciers experienced during the life time of the elder members of her community as first-hand evidence of climate change.

Leah Namugerwa

“I want to raise a generation that cares about the environment.”

Leah is a 15-year-old Ugandan activist, who co-runs Africa’s most prominent chapter of Fridays for Future.

She in her short time as a climate activist, she had met with foreign ambassadors and **Uganda**’s speaker of parliament and attended conferences in Rwanda, Kenya, and Switzerland.



Activist Leah Namugerwa, photograph by Portia Crowe

Image from <https://www.independent.co.uk/news/world/africa/climate-change-leah-namugerwa-greta-thunburg-activism-protest-uganda-a9261326.html>

Barriers of History and Culture

Clara's Story

Privileges

- Grew up in Shanghai and Washington DC
- Parents with higher education
- Only child
- Conservation ethic
- Outdoor experiences
- Elite education (Smith, Yale)
- Asian positive bias



Clara's story

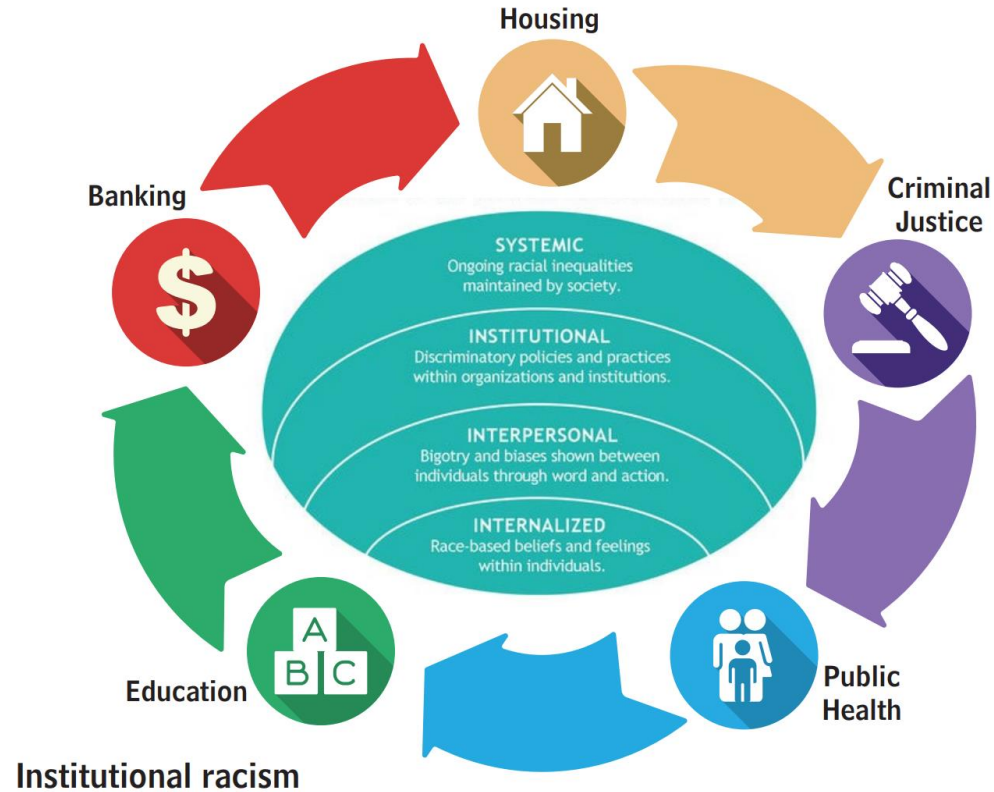


Disadvantages

- Political trauma
- Shanghai in the 1980s
- Immigration
- Economic hardship
- Being a minority
- Millennial economic reality

Environmental Privilege

1. I grew up in a town with clean air.
2. My family owned our home.
3. My home had a backyard.
4. My parents were health conscious and provided a healthy diet.
5. I lived in proximity to parks, gardens, and greenspaces.
6. I went on camping trips and nature excursions as a child or young adult.
7. My family was environmentally conscious.
8. I had environmental education in school (K-12).
9. My parents were politically active.
10. I or my family volunteered for environmental or charity organizations.



Graphic adapted from Lietz, M. (2018, February 13). Not That Kind of Racism: How Good People Can Be Racist Without Awareness or Intent. [Blog post]. Retrieved from <https://www.egc.org/blog-2/2018/2/12/not-that-kind-of-racism>

Early Environmental Organizations



- Beneficiaries of capitalism, institutional racism, and patriarchy.
- Excluded membership from women, people of color, and poor people.
- Uninterested in addressing social inequalities like slavery, the oppression of women, and the abuse of labor.

Their Agendas were Harmful to Native Americans and POC

- Took land from Native American tribes to make room for new national parks and monuments.
- Willfully annexed land from Latinos, and incited violence on those that resisted.
- Dispossessed land promised to newly emancipated black citizens after the Civil War.

“Nightfall on the Trail of Tears” painting by R. Michelson



Build A Just & Inclusive Climate Movement

What Can We Do?

Acknowledge that we have a problem!



Listen, gather information

Talk about diversity

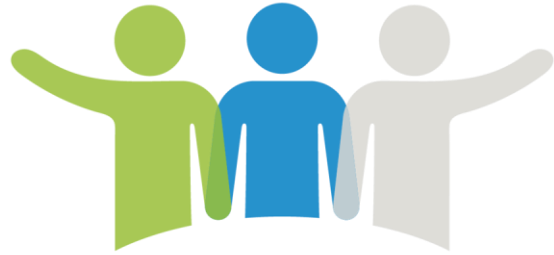
Share diversity data

Make known that you
want to work on it

Talk to experts

Image from: <https://myrealrecovery.com/alcoholics-anonymous-meetings-asheville-north-carolina/>

Citizens' Climate Lobby Core Values



Diversity

We empower everyone in exercising their personal and political power regardless of race, ethnicity, nationality, gender, gender identity, sexual orientation, age, religion, ability or political affiliation. We seek out, support, and elevate people whose voices may not have been fully heard.

Focus on inclusion, not diversity



“who you invite to the party shows diversity and who you ask to dance demonstrates inclusion.

Belonging is dancing without being judged, owning the dance-floor and not feeling like a gatecrasher!”

--[Zarina Ahmad from CEMVO](#)

Image from:
<https://thirdforcenews.org.uk/blogs/anti-racism-movement-could-learn-from-lgbt-community>

Focus on inclusion, not diversity

- **Work on self-transformation**

- Become educated, read books
- Anti-oppression workshops, trainings, and conversations
- Provide resources for education and connection

- **Practice radical hospitality**

- Become an ally
- Personal contact
- Invite participation
- Go to where they are
- Be reciprocal
- Be careful about “outreach”



CCL Arkansas chapter meeting

Embrace environmental justice framing



“When we talk about the climate crisis and we don’t talk about these communities [of color] that are being affected, we create this circle of it becoming a white issue, or an issue that doesn’t care about black and brown bodies, and that allows for solutions that don’t care about black and brown bodies.”

Photos by [BETHANY SCHROCK](https://www.teva.com/blog?postid=youth-climate-activist-isra-hirsi).
<https://www.teva.com/blog?postid=youth-climate-activist-isra-hirsi>

Elevate marginalized voices

- Invite people of color to be speakers
- Invite people of color to take leadership roles
- Highlight stories about people of color



Carolyn Finney
keynoted at
the CCL
Northeast
conference,
March 7,
2020.

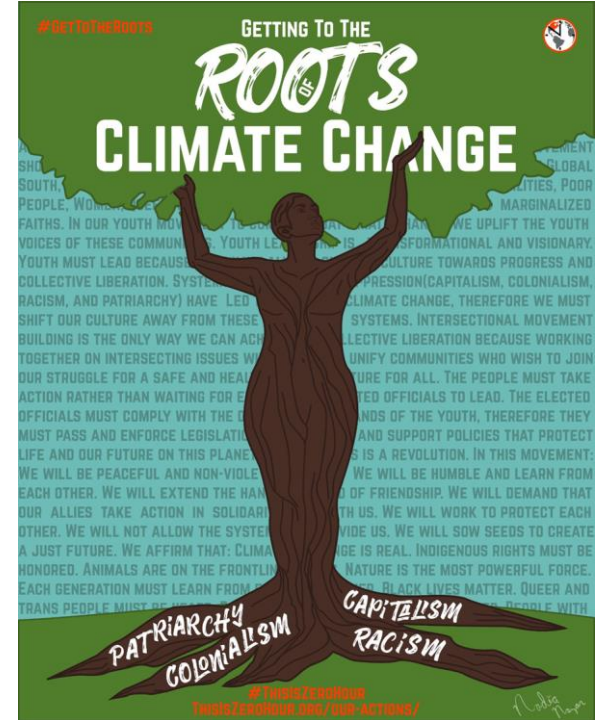


Image: <https://twitter.com/thisiszerohour/status/1106882356584112130>

Institute inclusive hiring & retention practices

- Transparent job openings
- Equitable pay
- Paid internships
- Blind application review
- Paying special attention to applicants of color
- Affinity groups
- Mentoring people of color and helping them succeed



Ocean Foundation program associate Eddie Love is one of relatively few people of color who staff U.S. environmental organizations.

COURTESY OF MARJA DIAZ / OCEAN CONSERVANCY

Citizens' Climate Lobby: Things we did in the beginning

- Commissioned diversity research
 - How diverse is CCL?
 - How do our members think we are doing on diversity?
 - What resources do people need?
- Created a diversity committee
- Invited experts to speak to us
- Already had a Latino outreach manager
- Created a strategic plan



Image from: <https://uvfm.org/>

Phase 1

- Changed our mission statement to include a 6th diversity value
- Incorporated diversity as an overarching strategic initiative
- Got diverse speakers for our national conference
- Included diverse representation in our branding
- Promoted diversity coordinator to manager
- Provided scholarships for young people and people of color to attend our conference
- Translated our outreach materials into Spanish
- Conducted diversity workshops at our regional conferences
- Conducted diversity outreach training at national conference



Phase 2?

- Anti-oppression training for all staff and volunteers
- Paid internships and fellowships
- Diversity outreach toolkit
- Race conscious hiring
- Inviting new partners to the table
- Events and programs just for POC
- Civic engagement training for marginalized people
- Continued evaluation



Resources

Database of Fabulous Leaders

People Of Color in Environmental & Climate Justice

- A [one-stop-site](#) for speakers, consultants, potential hires, board members, advisory group and steering committee members.
- Database was designed to specifically address and eliminate the age old lamentation, “but I couldn’t find any people of color.”
- [Keynote speakers](#) AESS compilation



Image From:

https://www.borderpartnership.org/uploads/7/8/6/4/78643774/2018_nov_sdfabc_binder1.pdf

Websites and Organizations

1. Residenceonearth.net/diversity
2. Green 2.0 diversegreen.org
3. Center for Diversity and the Environment
4. EJ Leadership Forum on Climate Change
5. Center for Whole Communities
6. Diversity Matters, LLC
7. <https://www.diversegreen.org/resources/>



Diversity Research Reports

Diversifying the
U.S. Climate
Movement

1

Diversity and
Climate
Change: Four
Interviews

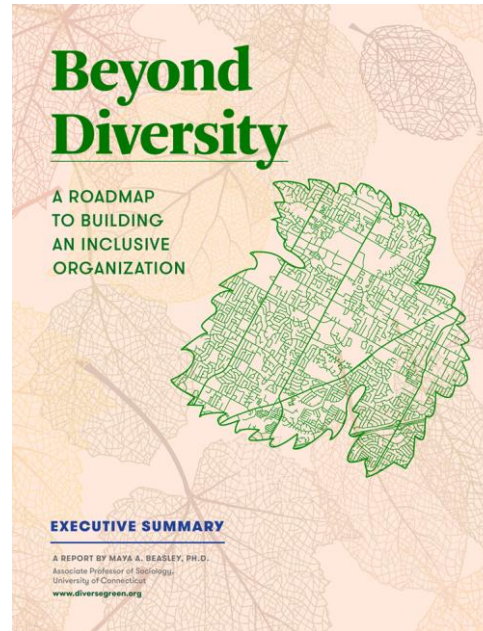
2

CCL Diversity
Survey

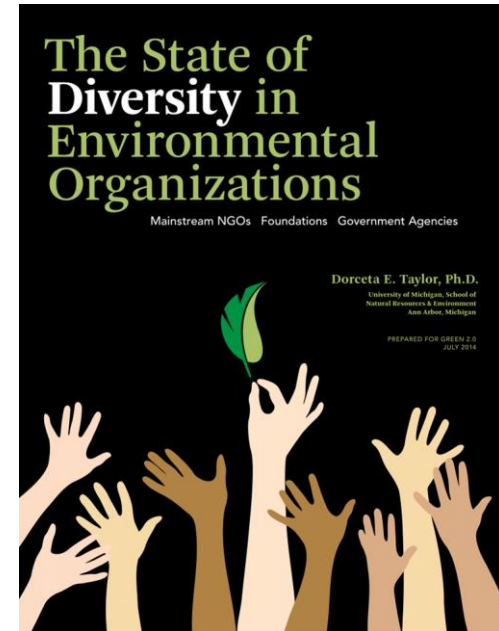
3

In 2018 CCL commissioned three studies on diversity, climate change, and CCL. These reports are available at Residenceonearth.net/diversity.

Reports



<https://www.diversegreen.org/>



https://www.researchgate.net/publication/323518991_The_State_of_Diversity_in_Environmental_Organizations_Mainstream_NGOs_Foundations_Government_Agencies

Books

Catlin, Karen. 2019. *Better Allies: Everyday Actions to Create Inclusive, Engaging Workplaces*. edited by S. McGraw. Karen Catlin Consulting.

DiAngelo, Robin and Michael Eric Dyson. 2018. *White Fragility: Why It's So Hard for White People to Talk About Racism*. Reprint edition. Boston: Beacon Press.

Ferdman, Bernardo M. and Barbara R. Deane, eds. 2013. *Diversity at Work: The Practice of Inclusion*. 1 edition. San Francisco, CA: Jossey-Bass.

Fulp, Carol and Deval Patrick. 2019. *Success Through Diversity: Why the Most Inclusive Companies Will Win*. Reprint edition. Boston: Beacon Press.

Hays-Thomas, Rosemary. 2016. *Managing Workplace Diversity and Inclusion*. 1 edition. New York: Routledge.

Hollins. 2015. *Diversity, Equity, and Inclusion: Strategies for Facilitating Conversations on Race*. Lanham: RI.

Kendi, I. (2019). *How to Be an Antiracist*. Penguin Random House.

Kotter, John. 2012. *Leading Change*. Harvard Business Review Press.

Newkirk, Pamela. 2019. *Diversity, Inc.: The Failed Promise of a Billion-Dollar Business*. New York, NY: Bold Type Books.

Plummer, Deborah. 2018. *Handbook of Diversity Management: Inclusive Strategies for Driving Organizational Excellence*. 2nd ed. Half Dozen Publications.

Most Important Works Cited

1. Beasley, M. (2017). *Beyond diversity: A roadmap to building an inclusive organization*. Green 2.0.
<https://www.diversegreen.org/beyond-diversity/>
2. Enderle, E., Yale University, & School of Forestry and Environmental Studies. (2007). Diversity and the future of the U.S. environmental movement. Yale School of Forestry & Environmental Studies.
3. D5 Coalition. (2015). *Final state of the work: Stories from the movement to advance diversity, equity, and inclusion*. Retrieved from <http://www.d5coalition.org/wp-content/uploads/2016/04/D5-SOTW-2016-Final-web-pages.pdf>.
4. Dowie, M. (1996). *Losing ground*. Cambridge, MA: MIT Press.
5. Drake, B. (2015, January 15). How Americans view the top energy and environmental issues. *Pew Research Center*. Retrieved from <http://www.pewresearch.org/fact-tank/2015/01/15/environment-energy-2/>.
6. Herring, C. & Henderson, L. (2014). *Diversity in organizations: A critical examination*. New York City, NY: Routledge.
7. Johnson, S. K. (2019). *Leaking talent: How people of color are pushed out of environmental organizations*. Green 2.0.
<https://www.diversegreen.org/leaking-talent/>

1. Macias, T. (2016) Environmental risk and perception among race and ethnic groups in the United States. *Ethnicities*, 16(1), 111-129.
2. Park, A. (2009). *Everybody's movement: Environmental justice and climate change*. Retrieved from <https://kresge.org/sites/default/files/Everybodys-movement-climate-social-justice.pdf>.
3. Pearson, A. R., Ballew, M. T., Naiman, S., & Schuldt, J. P. (2017) Race, class, gender and climate change communication. In *Oxford Research Encyclopedia of Climate Science*. DOI: 10.1093/acrefore/9780190228620.013.412.
4. Schuldt, J. P. & Pearson, A. R. (2016). The role of race and ethnicity in climate change polarization: Evidence from a US national survey experiment. *Climate Change*, 136(3-4), 295-505.
5. Silveira, S. J. (2001). The American environmental movement: Surviving through diversity. *Boston College Environmental Affairs Law Review*, 28(2-3), 497-532.
6. Taylor, D. (2014, July). *The state of diversity in environmental organizations*. Retrieved from https://orgs.law.harvard.edu/els/files/2014/02/FullReport_Green2.0_FINALReducedSize.pdf.
7. Taylor, D. (2016). *The rise of the American conservation movement: Power, privilege, and environmental protection*. Durham, NC: Duke University Press Books.
8. Taylor, D. (2018, January 25). *Diversity in environmental organizations reporting and transparency*. DOI: 10.13140/RG.2.2.24588.00649.

Conclusion

1. The climate movement currently has a gap in diversity, presenting a huge opportunity.
2. Diversity is a huge challenge and to be successful requires commitment, strategy, and resources.
3. This commitment to diversity is everybody's responsibility.



Conclusion



'If you have come to help me
you are wasting your time.

If you have come because
your Liberation is bound
together with mine,
let us walk together'.

Lilla Watson at the 1985 United Nations Decade for Women Conference in Nairobi. Lilla has said of this quote that she was "not comfortable being credited for something that had been born of a collective process" and prefers that it be credited to "Aboriginal activists group, Queensland, 1970s."

Questions?

Save the Date!

Environmental Advocacy Symposium

WEDNESDAY, JUNE 10, 2020



ANTIOCH
UNIVERSITY

NEW ENGLAND

Save the Date!

Combating Incivility, Harassment, and Sexual Assault in Environmental Fields and Fieldwork

TUESDAY, APRIL 21, 2020 – 12:00-1:00 PM ET



Marisa A. Rinkus
Center for Interdisciplinarity, Michigan State University



Erika Marin-Spiotta
Professor of Geography,
University of Wisconsin Madison and
Lead PI for the ADVANCEGeo Partnership