



Welcome Kit

Thank you for your interest in joining the Green Leadership Trust network. It is our honor to formally welcome you to this ever-expanding network. The Green Leadership Trust is a network of people of color and indigenous people who serve on U.S. nonprofit environmental boards. We work to build a more powerful environmental movement by diversifying its leadership.

We are unique in a number of ways because we are the first cross-organizational effort focused on building power and diversity in any advocacy sector. We are guided first and foremost by our responsibility as fiduciaries of the organizations we represent.

This Welcome Kit is designed to help you better understand the scope of our work. This kit includes:

- Benefits of joining GLT
- GLT Committee Overviews
- Our member's dos and don'ts
- Equity Statement
- New Member Intake Form

We envision our movements embedding an environmental ethic and shifting practices and behaviors across sectors and institutions. We are working to win victories at all levels of policy and society. Justice and equity ground our decisions and we forge environmental solutions not with trade-offs but by addressing multiple issues simultaneously, strengthening democracy, engagement, and resilience in all communities.

We look forward to working with you,
The GLT Steering Committee



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As a member of Green Leadership Trust, you will have an opportunity to personally contribute to achieving equity and justice in the environmental m

You will also enjoy the following benefits:

- Access to online resources and materials. Please reach out to Laura Morley for the
- password to our resource library, which contains templates, documents, and best
- practices related to diversity, equity, and inclusion. Email: lmorley@rabengroup.com
- Access to our network-wide listserv
- Access to information from leading environmental organizations, including quarterly
- updates from Green Group leadership meetings.
- Access to our monthly membership calls where members convene to discuss their work,
- our movement, and best practices. (Every second Tuesday of each month)
- Opportunities to speak at events, represent GLT at national meetings, and conferences
- Webinars on instructional topics (2 times a year)
- Special speakers via an online platform (1-2 times a year)
- Attendance to our Annual Retreat
- On-boarding Seminar for New Members

Getting Involved

We value our members' expertise and encourage you to take opportunities to share what you are working on or need assistance with. Our listserv provides direct access to all members and is a place to interact and learn from each other - ask questions and share successes. We also encourage you to volunteer as a speaker for the monthly membership call and to tune in to learn more about the work other members are doing.

We also encourage our members to join one of GLT's committees to help develop best practices and drive the good work that we do. Committee overviews continue on the next page. After you've reviewed them, please let Laura know if there is one in particular that you would like to join.



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- **Clear Leadership and Value.** The Green Leadership Trust and its mission is well-known, highly regarded, and clearly understood. The Steering Committee focuses on crafting our equity agenda to ensure our actions as board members are coordinated and integrate values of equity and justice. This ensures our core constituencies (our members, our fellow board members, and environmental organizations and their leaders) benefit from and are closely connected to our work.
- **High Levels of Board Engagement.** The Green Leadership Trust is a vibrant community of board members of color and indigenous people. The Capacity Building Committee works to build strong ties between members so that members have robust formal and informal collaborations. The Committee helps to develop a well-curated set of events and training so that members are skilled, confident, and ready to lead.
- **Membership Growth.** The Trust has a growing roster of members. The Membership Committee develops activities to add members to our network. As more people of color and indigenous people join environmental boards, the pool of potential Trust members grows.



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GLT Members Do:	GLT Members Don't:
<p>Drive green boards and c-suites to be more diverse by:</p> <ul style="list-style-type: none">• Actively promoting Best Practices• CEO evaluations"• Recruiting, orienting, and supporting/retaining new board members	<p>Argue for more diversity on boards and c-suites WITHOUT the tools to implement.</p>
<p>Build power by using our role as fiduciaries to ensure that we are:</p> <ul style="list-style-type: none">• convening regularly amongst ourselves to share our strategic thinking and partnering• convening regularly with environmental group leaders (c-suite and boards) to help ground their perspective and accelerate their ability to build power.	<p>Publicly criticize environmental organizations that have engaged with us:</p>
<p>Build power by using our role as fiduciaries to ensure that we are:</p> <ul style="list-style-type: none">• Writing op-eds• Media and Public appearances• Generally bringing "Brown Gravitas" to the world	<p>Promote/flack ourselves.</p>



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GLT Equity Statement

To increase equity, GLT effects change at the structural level, beyond campaigns of diversity. We act together as board members of color and indigenous peoples identifying and confronting practices of bias, cultural preference, and homogeneity, to transform the environmental sector. We do this because it is time to realign the narrative about who cares about the environment, who bears the burdens of degradation, and who benefits from inclusiveness at every level. Everyone benefits. And practices of exclusion have kept the profession of environment from achieving its highest potential, to heal, in the world of communities

As leaders, fiduciaries, and members of the environmental community, it is our duty to make equity more than a watchword; to upend the culture that supports the commodification of communities of color and native peoples' voices, experience, and expertise while turning a blind eye to its leadership and capacity to strengthen the sector as long term partners

We envision a world where communities of color and all indigenous peoples are equal owners and users of our movement's tools, networks, and license to live and to lead. We undertake this work as multi-generational environmental leaders for the betterment of all peoples, and for the success of the natural world, our deepest partner and most sacred provider.

As a new member, we ask that you affirm this statement by providing your signature below.



GREEN LEADERSHIP TRUST NEW MEMBER INTAKE FORM

Name: _____

E-mail Address: _____

Address: _____

Current US Environmental Board you are serving:

Position Held within these Boards:

List previous board appointments (if any):



Green Leadership Trust

Welcome

Please complete the following steps in order to confirm your membership to the Green Leadership Trust Network:

- Email the following materials to Imorley@gmail.com
 - A completed New Member Intake form
 - A brief bio and headshot
 - A signed copy of the Equity Statement

We encourage you to learn more about the Green Leadership Trust by exploring our website!

[HTTP://GREENLEADERSHIPTRUST.ORG](http://GREENLEADERSHIPTRUST.ORG)

