

WELCOME! – ¡BIENVENIDOS!

Welcome to Environmental Health Coalition's (EHC) SALTA Leadership Development Training Program!

WHAT IS SALTA?

SALTA (*Salud Ambiental Lideres Tomando Accion* – Environmental Health, Leaders Taking Action) is a web-based, interactive leadership development curriculum that provides community leaders with skill-building training in community organizing, policy advocacy, building power, community health, environmental justice and effective communication.

Curriculum Session topics include:

Leadership: Social change relies on leaders who act to improve conditions for themselves and their communities. In this session participants explore the roles and responsibilities of community leaders working for social and environmental justice.

Environmental Justice: In this session, the concepts of environmental racism and justice are discussed and defined through the lens of the history of the civil rights and environmental justice movements. Participants identify injustices in their neighborhoods and learn about inspiring organizing victories.

Environmental Health I: This session makes the link between pollution and human health in the workplace and community. The basics of the routes of exposure with a focus on childhood lead poisoning are presented.

Environmental Health II: Building on the Environmental Health I session, here the problem of air pollution with focus on diesel and greenhouse gas emissions is presented. Solution-oriented prevention strategies such as pollution prevention, the precautionary principle and cumulative impacts assessment are discussed.

Power: In this session we answer the questions: What is power? How can community organizations build power to make change? Power analysis and EHC's Social Change for Justice model are presented.

Messaging for Social Change: Participants in this session will learn effective methods of persuading individuals and decision-makers through effective messaging. Use of personal stories is encouraged to inspire trust and hope.

Organizing: The foundation of community organizing is relationship building. In this session participants learn basic organizing skills and how to use them to build on their messaging skills.

Advocacy: Participants learn basic policy advocacy skills and how to use them to influence decision-makers to take actions for environmental and social justice.

Putting it All Together: The last session provides a comprehensive review of the program and combines learning to develop a model organizing and advocacy plan. The plan incorporates the Problem/Solution/Action method.

More about SALTA

Since 1995 EHC has trained more than 2,000 community residents through our signature leadership development program *Salud Ambiental Líderes Tomando Acción* (Environmental Health Leaders Taking Action) also known as SALTA. The program utilizes a **popular education** approach that makes it inclusive and accessible and encourages participants to use the information and capacity they already have to address the issues they face in their communities.

All curriculum materials are bilingual (English/Spanish).

Empowering People/Organizing Communities/Achieving Justice -- SALTA is a key component to ensuring that EHC achieves our core mission. More than education, SALTA is integrated with EHC's organizing and advocacy efforts to achieve environmental and social justice.

The goal of the SALTA Leadership Training Program is to increase the number of effective community leaders -- individuals who are committed to making social change in their community to improve the quality of life and who are willing and able to influence other community members and decision makers to reach that goal.

In San Diego and Tijuana, EHC's work is directed by Community Action Teams comprised of EHC leaders who are SALTA graduates. Empowered by a common understanding of the issues and the ability to act effectively to create change in their communities, EHC leaders 'leap' to leadership and success. SALTA means leap in Spanish.

HOW CAN MY ORGANIZATION USE SALTA?

The main objectives of SALTA are:

- To develop unity, commitment and shared consciousness to achieve environmental and social justice
- To develop and enhance leader skills and effectiveness
- To increase knowledge and understand of the impacts of pollution and environmental racism

If these objectives are consistent with your organization's mission and theory of change, SALTA can provide a forum for learning and growing. SALTA training works best when integrated with active campaigns and opportunities to use the skills in the real world.

Each session builds on the prior ones. You may use individual activities or sessions as stand alone workshops but please be aware that there may be topics covered in prior sessions that are integral to full understanding.

You will likely find it necessary to change or adapt some of the information or activities to suit your purposes, communities and local efforts. EHC encourages adaptation for the individual needs of non-profits, environmental and social justice organizations, unions and public schools to use with their members.

For-profit enterprise are explicitly prohibited from using the SALTA materials unless they have receive expressed written permission directly from EHC.

BEFORE YOU BEGIN

Who is your audience? This question is of utmost importance before conducting any type of training – what language do they speak, what is their background, what knowledge do they bring to the training? These are just a few of the many questions you should answer as you develop your training. When EHC conducts the SALTA program, sessions are provided in both English and Spanish, in a bi-lingual format and we provide simultaneous translation for attendees. We also show two Power Points on two different screens – one in English the other in Spanish.

Another point to consider is different levels of education among participants. Many participants will have low to mid levels of education and our popular education style caters to this very effectively. By engaging in many discussions and activities the written and reading activities of more traditional classroom settings are minimized.

Building leadership is a core EHC principle and the SALTA program is a critical strategy for achieving this goal. Given this, we recommend that SALTA participants have some level of experience and commitment to the organization or campaign. SALTA is designed to enhance leadership empowerment among individuals who have already stepped up to be involved in their communities and EHC. We always stress that SALTA is not a purely education program but it is education + empowerment + action.

FOOD AND CHILDCARE

As part of the SALTA trainings, a meal is provided before the session begins as a time to share information and build community.

Childcare is also provided. This offers the opportunity for parents to fully focus on the training knowing that their children are well taken care of.

IN EACH SESSION YOU WILL FIND

- Core Concepts and Learning Objectives
- Key Terms and Definitions
- Session Agenda
- Materials Needed
- Session Checklist
- Suggestions for Hands-on Activities
- Preparation and Equipment Needs
- Notebook and Handout Materials
- PowerPoint Presentation
- Evaluation Tool

Sessions last 2.5 hours but may vary in length depending on depth of discussions and activities. We recommend weekly sessions to give time for reflection, practice, and homework assignments.

It is recommended that prior to start, the facilitators must know how many people will be attending to determine adequate training location. Please see Session Logistics sheet.



LEADERSHIP VIDEO – STORIES FROM OUR LEADERS

- Refer to timeline and say that EHC is a 30+ year old organization that has achieved much, hand in hand with the dedication of our EHC leaders.
- The Leadership Video discusses 3 of these victories and features 3 EHC leaders. As participants watch the video, they should try to remember what problem each community faced, what was the solution or goal, and how long it took to reach the goal.
- Show video.
- After the video, reveal the Video Leader Comparison Chart and solicit responses from participants to complete the chart (blue text shows Possible responses):



EHC Leader	Problem	Solution/Goal	How long
Martha	Children poisoned by lead in candy	Pass a law prohibiting this	4 years
Eva	Abandoned toxic waste site (lead batteries)	Get it cleaned up	15+ years
José	Auto body/small polluters taking over neighborhood	Get polluters out	7 years

- Using the poster of the SCFJ Model, review how the SCFJ worked in these cases. The Base: People who recognized a problem and wanted to take action; an organization (EHC) provided information, resources, guidance. From the group of people who were concerned, EHC provided leadership training; together the leaders and EHC staff developed a goal and strategies to reach the goal. As part of the organizing strategy more people were brought into the base and some of them became leaders. EHC and the leaders developed and implemented specific organizing and advocacy strategies to reach their goal, thereby contributing to environmental and social justice.
- Ask participants which characteristics of the EHC leaders impressed them the most. **Possible responses:** concern about community/children’s health, willingness to learn, willingness to take action, persistence, working with others. **Write answers** on a sheet of easel paper.



WHAT IS A LEADER?



- Review the characteristics of leaders generated from previous activity. Solicit additional leader characteristics from 2-3 participants.
- EHC Leader Definition:**
An EHC leader is committed to making social change in his/her community to improve the quality of life and is willing and able to influence other community members and decision makers toward reaching that goal.
- Requirements for EHC Leadership:**
EHC leaders have specific characteristics, accept specific responsibilities and are willing to exercise their authority.
- Acknowledge participant’s first step.** By coming here today, each of the participants has expressed a willingness to be an EHC Leader. EHC’s Leader SALTA can improve participant skills to influence community members and decision makers and improve the quality of life of her community.



LEADER CHARACTERISTICS

- a. Explain that in each session specific characteristics, responsibilities and authority will be discussed and that a complete list can be found in their notebooks for each session. This session will focus on the first three characteristics listed below.
 - Is Committed to EHC and Environmental Justice
 - Works well with people
 - Works well in a group
 - Provides guidance
 - Actively participates
 - Understands power



We will start the **'build-a-leader'** poster. Each component of a leader that is covered will be represented by a body part or tool and when discussed will be placed on the poster. At the end of all of the sessions there will be a complete leader.

- b. Not everyone will have all of these characteristics but with each other's support and the combination of our efforts we together embody an EHC leader.
- c. Commitment to EHC and EJ. (place torso with EHC T-shirt on Build-a-Leader) Refer back to the video. It was clear that the leaders featured are committed to Environmental Justice – s/he cared about the health of her/his community and the families living in it; s/he also all identified her/himself as an EHC leader.
- d. Works well with people and in groups. (place smile, ears, head/hair, and arms on Build-a-Leader when characteristics for each mentioned)

Leader Characteristics Group Activity



For the remainder of this session, the participants will examine two other personal characteristics of a leader: working well with people and working well in a group. An EHC leader must be able to influence others to take action to get the job done. Leaders have to be able to talk to their neighbors, friends, strangers, decision makers and move them to take action. EHC leaders also have to participate in group discussions, planning, and decision making.

- **Group Activity Instructions.** Divide participants into groups of 4 or 5. Each group should select a recorder, a time keeper and a reporter. Each group has 5 minutes to discuss what it means to be able to work well with people (what specific traits can they think of) and 5 minutes to discuss what it means to be able to work in a group. (Provide an example of each: Working with people – friendly; working in a group – encourages others to participate.) Each group should select the three most important characteristics for being able to work with people and for being able to work in a group.
- **Report back.** The groups report back on the top characteristics identified. If the groups have come up with very similar responses, acknowledge the importance of these traits, and solicit others. If some of the traits listed on the handout are missing, mention them.

SUMMARIZE

- a. Repeat definition of an EHC leader and the three characteristics of an EHC Leader, review what the Build-a-leader poster looks like so far.
- b. Express confidence that each of the participants has what it takes to be an EHC leader
- c. Get commitment from the leaders to continue to attend the rest of the sessions, emphasize that we need them and that their community needs them to join our cause.