

# 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.

## SESSION LOGISTICS

### Session Leader Team

Lead Facilitator  
Trainer/s  
Co-Facilitator  
Scribe

### Support Staff

Registration Table  
Food Prep/Planning  
Clean-up

### Session Leader Team Responsibilities Include:

#### Lead:

- Know subject area well
- Understand interactive/participatory learning

#### Scribe:

- Write clearly and concisely
- Write in the language of the audience members
- Stay attentive to the needs of the group

#### Co-Facilitator:

- Know/start to learn the material covered
- Be of assistance to the lead facilitator
- Take part in some of the training delivery
- Technical support, set up PowerPoint etc.

### Support/Logistics Team Responsibilities Include:

- Registration
- Translation Equipment
- Take Photos
- Order Food
- Pick up/Set up Food
- Make Copies
- Easel Pads/Markers
- Post Materials on wall – ground rules etc.
- Distribute hand-outs
- Help those with low literacy

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All users both non-profit and for profit organizations, agree to provide feedback to Environmental Health Coalition about the usage of the SALTA Training Toolkit as we need and value your help in making SALTA even better for the environmental and social justice movement.

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