

**EHC leader/representative 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.** An EHC leader demonstrates certain personal characteristics, fulfills responsibilities, and has decision-making authority. The following is a description of the majority of characteristics and responsibilities of a leader/representative. Most leader/representatives will possess many but not all of these.

## Personal Characteristics of an EHC Leader/Representative

1. **Is Committed to EHC and Environmental Justice**
  - Believes in the EHC Mission, Goals and Theory of Change
  - Is committed to participate in the EHC process and to work for social justice
  - Believes that all communities have the right to a healthy environment without risks to human health caused by pollution
  - **Publicly identifies as an EHC leader**
2. **Works well with people**
  - Is friendly
  - Is persistent
  - Is patient
  - Inspires confidence and motivates others
  - Knows how to guide people to achieve the desired result
  - Listens well
  - Is recognized as a leader in the community
  - Sees themselves as equals to other members of the community
  - Earns the trust of the people
3. **Works well in a group**
  - Provides support for people and community issues, even when the subject is not their primary focus.
  - Encourages others to participate
  - Does not impose his/her opinion or will on others
  - Is able to facilitate others through a decision-making process, even when the decision taken by the group is not their preference
  - Offers support to others and works well in different situations
  - Understands the power of working in groups
  - Knows how to be a good follower
  - **Can deal with conflict in a constructive manner**
4. **Provides guidance**
  - Is able to synthesize diverse ideas into plans for action
  - Can develop and implement a strategic plan
  - Contributes ideas, understands problems and identifies solutions
5. **Actively participates**
  - Participates regularly in EHC and community events and actions
  - Attends the majority of EHC meetings
  - ...
  - ...

6. **Understands power**
  - Knows how to build power
  - Knows how to analyze power and design an effective strategy
  - Knows the political playing field
  - **Is willing to engage in conflict**
  - **Develops a tolerance for the opposition**
  - **Understands the opposing perspective and knows both how and when to counter certain arguments and yield to others**
  - **Knows how to take control of a situation**
  - **Must be able to stand alone to represent an unpopular position**
7. **Enjoys learning**
  - Shares information from other groups with EHC
  - **Shares information with other groups about EHC**
  - Participates in trainings that increase their effectiveness
  - Knows how to lose and learn from errors

## Responsibilities of an EHC Leader/Representative

1. **Is Accountable to EHC and the Community**
  - **Represents EHC positions**
  - **Understands the balance between personal and organizational perspectives**
2. **Attends Key EHC Meetings**
  - Monthly Community Action Team
  - Monthly Community Meeting
3. **Represents EHC and provides EHC information to the community**
  - Informs their neighborhood network of residents
  - Makes presentations to groups
  - **Is an EHC spokesperson to the media**
  - **Testifies at public hearings and meetings**
  - **Lobbies government officials to take specific action**
  - ...
4. **Represents the interests of the community**
  - Attends key community meetings
  - Listens and learns about residents concerns
  - **Supports and participates with other community & social justice groups**
5. **Organizes residents**
  - Invites people to attend EHC, community and ally meetings and events
  - Participates in door knocking canvasses, house visits and phone banking
6. **Leads and coordinates**
  - ...
  - Organizes events
  - ...
  - ...
7. **Researches Issues**
  - Collects information and researches topics
8. **Knows or learns how to win**
  - ...
  - Understands power and politics
9. **Completes all sessions of the Core SALTA leadership training**

## Authority of an EHC Leader/Representative

1. **Makes decisions by participating with the Community Action Team and/or Board of Directors**
2. **Represents EHC to decision-makers**
3. **Represents EHC to the community**