

OUR MISSION

Green 2.0 is a 501(c)(3) non-profit organization that believes the voices and leadership of a truly powerful environmental movement must be as diverse as the causes it champions.

Today, people of color are the most likely to be harmed by environmental problems and have the highest rates of support for environmental causes, but remain severely underrepresented on the staff and boards of foundations, environmental non-governmental organizations and federal agencies. Green 2.0's mission is to ensure that the environmental movement is committed to justice, equity, inclusion, and diversity, and recognizes the leadership of people of color at every level of the movement.

When it comes to the environmental sector broadly, at least 70 percent of representatives from NGOs, foundations and search firms agreed that diversity could help:

- attack environmental problems from multiple perspectives
- increase focus on environmental justice
- increase support for the movement by widening its constituents

Source: [Beyond Diversity, Green 2.0](#)

THE PROBLEM

People of color are the most impacted by environmental problems and the least represented in positions of power in the environmental movement. Among the 40 largest green non-governmental organizations (NGOs), only 20% of the staff and 21% of the senior staff identified as people of color. Environmental foundations revealed similar numbers with 25% of the staff and 4% of the senior staff identifying as a person of color.

Full-Time Staff: On average, reporting organizations added six people of color and eight women to their staff between 2017 and 2020.

Senior Staff: On average, reporting organizations added two people of color and two women to their senior staff between 2017 and 2020.

Source: [2020 NGO & Foundation Transparency Report Card, Green 2.0](#)

Environmental organizations and foundations still have enormous progress to make in hiring and retaining staff of color and creating equitable workplaces. The environmental movement cannot advocate for equitable access to clean air, land, and water without including those most impacted by environmental malpractice at every level of leadership.

OUR WORK

At Green 2.0 we:



Report on Transparency

The [Green 2.0 Transparency Report Card](#) reflects data collected from NGOs and foundations on the number of people of color and women on their full-time staffs, senior staffs, and boards. Our report card offers organizations the opportunity for regular reflection, self-evaluation, and action.



Amplify Our Message

We work with [partners, grassroot organizations, and frontline communities](#) to ensure that the media and other stakeholders report and discuss the need for diversity in the environmental movement. We also spotlight media coverage and organizations that highlight diverse voices and lift up their work and messages.



Educate Congress

We serve as a resource to congressional offices to educate them on our objective data. We partner with Congress to increase accountability for NGOs, foundations, and federal agencies to hire and retain diverse personnel. We co-host events and briefings on diversity in the environmental movement and environmental justice.



Track Foundation Spending

We track how foundations allocate grants and if they are driving funds to communities of color and Black, Indigenous, and people of color (BIPOC) led organizations to assess if they are investing resources in these communities.



Increase Visibility

We hold events and create resources for environmental foundations and NGOs to help produce a shared understanding of the state of green diversity and inclusion.

CONTACT

For more information on our work, contact Adriane Alicea, Deputy Director at AAlicea@DiverseGreen.org

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