

OUR MISSION

Green 2.0 is a 501(c)(3) non-profit organization. We serve as an accountability partner championing the environmental sector's commitment to an inclusive and equitable movement. Through actionable research and resources, we drive culture change so that historically marginalized communities can thrive and lead on environmental issues.

When it comes to the environmental sector broadly, representatives from NGOs, foundations and search firms agreed that racial and ethnic diversity helps:

- 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. 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.



Board Members: On average, reporting organizations added three people of color between 2017 and 2023, but no people of color were added between 2022-2023.

Heads of Organizations: On average, reporting organizations added four people of color between 2021-2023, but only one person of color between 2022-2023.

Senior Staff: On average, reporting organizations added two people of color between 2017 and 2023, but no people of color were added between 2022-2023.

Full-Time Staff: On average, reporting organizations added 22 people of color between 2017 and 2023, but only one person of color added between 2022-2023.

Source: 2023 NGO & Foundation Transparency Report Card, Green 2.0



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 on their full-time staff, senior staff, board, and heads of organizations. It also provides data on retention rates and other key diversity, equity, and inclusion metrics for organizations. Our report card offers organizations the opportunity for regular reflection, self-evaluation, and action.



Increase Visibility

We work with [partners 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 the voices of people of color 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 host events and briefings on diversity in the environmental movement and environmental justice.



Generate Research and Best Practices

We generate the latest research on the importance of diversity, including the factors that cause people of color to leave organizations and best practices on demographic data collection. Our resources offer tools for organizations to improve their policies and practices.



Convene the Movement

We host events and convenings for environmental foundations and NGOs to help produce a shared understanding of the state of green diversity and inclusion, so that the community can share best practices, common challenges, and goals.



Pay Equity Pledge

[The Green 2.0 Pay Equity Pledge](#) is a campaign to increase pay equity for people of color in environmental organizations. The pledge asks environmental organizations to take the critical step of reviewing the wages of their staff across the key demographics of race, ethnicity, and gender and then taking corrective action to remediate any pay disparities that are found.



Environmental Experts of Color Database

Green 2.0's [Environmental Experts of Color Database](#) is an expansive database that provides information on experts of color in the environmental and environmental justice movements. The database looks to provide information to organizations, governmental bodies and others looking to get perspectives directly from experts of color who have experience on a wide range of environmental issues.

CONTACT:

For general questions and comments, contact us at info@diversegreen.org.



Visit us at diversegreen.org.