

## **WELCOME! – ¡BIENVENIDOS!**

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

## **WHAT IS SALTA?**

SALTA (*Salud Ambiental Líderes Tomando Acción* – 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.

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. Session topics and highlighted focus areas 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.

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. EHC is pleased to share it with groups around the globe who are united in the struggle for justice.

This web-based interactive guide provides full access to all SALTA sessions and materials as well as a step-by-step process for replicating SALTA trainings in other communities. SALTA focuses on community leadership development to build skills to advocate for neighborhood, regional and state level changes to improve the health of our communities. There is a strong emphasis on the children in low-income communities.

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.

## **WHAT IS THE SALTA APPROACH?**

The SALTA Leadership Training Program represents the culmination of over three decades of EHC campaign organizing, advocacy and education. SALTA is designed specifically for EHC leaders based on our local efforts.

Developed and field tested by EHC staff and leaders since 1996, SALTA uses a popular education (pop-ed) approach that makes the training inclusive and accessible to all participants. Trainings are based on the knowledge, skills and real-world experiences of EHC staff, leaders and training participants.

Pop-Ed, which has varying interpretations, is best defined by the practice where participants share their own understanding and feelings about a specific topic or issue and those understandings and feelings are considered valid and incorporated into the training. The SALTA sessions improve participants' sense of belonging to a community as participants and stakeholders of their societies. They begin to see themselves as empowered members who can make change. The idea of popular education (often described as "education for critical consciousness") as a teaching methodology came from a Brazilian educator and writer named Paulo Freire, who was writing in the context of literacy education for poor and politically disempowered people in his country. It's different from formal education (in schools, for example) and informal education (learning by living) in that it is a process which aims to empower people who feel marginalized socially and politically to take control of their own learning and to effect social change.

There are many methods and techniques utilized in this program ranging from role plays and Theater of the Oppressed, dynamic activities and brainstorming sessions, to discussions in both small or large groups all employing the Socratic Method. Lead by a strong and effective facilitator, experienced EHC leaders and staff conduct parts of the training to share their expertise and knowledge.

## **HOW CAN MY ORGANIZATION USE SALTA?**

The main objectives of SALTA are:

- To develop unity, commitment and shared consciousness on EHC core principles
- To enhance EHC leader's skills and effectiveness
- To develop an understanding of all EHC's efforts

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 those prior. You may use individual activities or sessions as stand alone workshops but be aware that there may be topics covered in prior sessions that are integral to full understanding.

You will likely find it necessary in some cases to change or adapt some of the information or activities to suit your purposes, communities and local efforts. EHC encourages adaptation for individual needs of non-profits, environmental and social justice organizations, unions and public schools. **however any for-profit enterprise must first get permission directly from EHC.** HOW IS THIS INTEGRATED INTO THE ACCESS/LOG-IN?

## **BEFORE YOU BEGIN**

Who is your audience? This question is of utmost importance before putting on any type of training – what language do they speak, what is their background, what knowledge do they already bring to the training? These are just a few of the many questions you should answer about who will be in your audience. The SALTA sessions

are provided in both English and Spanish, our sessions are presented in a bi-lingual format and 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 Pop-Ed style caters to this by engaging in many discussions and activities minimizing the written and reading activities of more traditional classroom settings.

## **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**

- Session Training Guide
- 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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The non-profit organization agrees to follow the Environmental Health Coalition's copyright notice.

The non-profit organization agrees to acknowledge Environmental Health Coalition when using or adapting the SALTA Training Program.

The for profit organization agrees to contact Environmental Health Coalition to obtain express permission before use.

The non-profit and for profit organizations agree to provide feedback to Environmental Health Coalition about the usage of the SALTA Curriculum as we need and value your help in making SALTA even better for the environmental justice movement.

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