

2019

# EQUITY ECONOMY ANNUAL REPORT ENVIRONMENT



Ecotrust



## DEAR FRIENDS,

As we navigate the anxiety and deeply personal challenges of the current year, I get hope from the belief that we have an opening for the kind of systems change Ecotrust has sought since its founding.

Ours has always been a huge, ambitious vision. And since day one, that vision—and the change we seek—depends on the power of partnership. In collaboration with the partners you'll see highlighted in this report, we are working for a climate-smart, prosperous, and equitable future.

Some of this work has been years in the making, including our work connecting schools with local good food businesses and farmers (*Farm to school*, p. 4) and exploring a new approach to collective land management (*Forest Bank*, p. 16). And some of it is just beginning for us, like a watershed inventory and workforce development program with new partners in Southeast Alaska (*Keex'Kwaan*, p. 10).

We know that transformation in our region relies on the relationships we build, the leaders we listen to, and the communities we are a part of.

For the future we want, we need to solve for the environment *and* the economy *and* equity. Solving for one or even two of those dimensions will not get us where we want to be. This work is hard, but it is the most important thing we can do right now. And no one can do it alone. The Ecotrust team is immensely proud and grateful to work alongside our partners carrying this mission forward. Together, with our founding vision in our sights, we are adapting to a rapidly changing present and future.

You are an indispensable part of this. On behalf of my colleagues and our board, I want to thank you for bringing your energy and commitment to this important work.

**Jeremy Barnicle, Executive Director**





# STORIES OF HOME

The stories of thousands have shaped this region, permeating forests, farmlands, waterways, and ocean shores. We live in a beautiful place with a conflicted past and a contested future. History has left its mark here, and continues to be written. It demands that we hold its lessons and its promise together, with both hands. It demands assurance that all who call this place home can access its abundance, and are guaranteed justice where well-being has been denied. It requires co-creation, a unified reimagining of what prosperity and resilience look like here and now, for the next generation, and the one that follows.

Through partnership in many forms, Ecotrust is working with steadfast commitment, nearly 30 years in the making, to rise to the opportunities before us.

We approach this work with a belief in and reliance on the power of relationships built through trust and a shared vision of success; the tenacity to work for change in spite of uncertainty; and a readiness to be a conduit for shifting power and driving equity.

We have work to do. And we're glad you're a part of it.

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# FARM TO SCHOOL: NEW OPPORTUNITIES SPRING FROM LEGACY WORK



“I think it’s really important for kids to taste what other people eat. And, for the kids who are in our culture, you’re just happier eating something that you grew up with.

—LUCY DE LEÓN



Clockwise from the top: Lucy De León, manager of Tortillería y Tienda De León, posing with tamales inside the store (Vi Son Trinh). When Portland Public Schools sought a tamale vendor, Lucy De León jumped on the opportunity to develop tamales that could be served in school cafeterias (Shawn Linehan). Students from William Walker Elementary School enjoy tamales made by Lucy and her team (Shawn Linehan). Tamales cooking at the Tienda De León kitchen (Vi Son Trinh). Lucy’s parents, Francisca and Anselmo. (Vi Son Trinh)



## LUCY

De León's earliest food memory is waking well before dawn to help her mother, Francisca De León, make tamales and gorditas.

"We would get up at three in the morning so she could prepare food to sell to other people who worked in the fields," Lucy says.

For most of Lucy's childhood, she and her family were seasonal farm laborers, traveling from their home in Texas to work on contract with farms across the nation. When Lucy was 10, the De Leóns relocated to Oregon permanently, where her mother realized a lifelong dream and opened her own food business: Tortillería y Tienda De León's. Now carried forward by Lucy, the business supports up to 27 employees, and is a go-to lunch destination and catering service that offers the same delicious, authentic foods she would make with her mother in the early morning hours.

Keen to explore new market opportunities, specifically with schools, Lucy signed up for Ecotrust's 2019 Local Link Vendor Fair, an annual event that aims to jump start relationships between local food producers and big buyers, like schools and hospitals.

While offering samples, Lucy connected with Portland Public Schools' Nutrition Services

Director, who needed to find a new tamale vendor in a pinch. Lucy jumped on the opportunity to get her tamales into the lunch line and—after developing recipes that would meet specific protein and vegetable requirements—she and her team produced 15,000 tamales by hand over three days to meet the District's needs.

**For more than a decade, Ecotrust has been proud to be part of a unique farm to school partnership that supports local entrepreneurs, like Lucy, looking to grow their businesses and reach school markets.**

Her work paid off: the tamales were a hit, and Lucy has since gone on to fill orders for 14 additional districts. "This was a dream for me," Lucy says of having her family's tamales served in schools. "Especially in these times, I think it's really important for kids to taste what other people eat. And, for the kids who are in our culture, you're just happier eating something that you grew up with."

For more than a decade, Ecotrust has been proud to be part of a unique farm to school partnership that supports local entrepreneurs, like Lucy, who are well suited and interested in supplying schools, but



Lucy De León with Angela Hedstrom, our Farm to school Coordinator, at the William Walker Elementary cafeteria during a tamale lunch. Shawn Linehan

often don't know how to plug into the program. Together, we provide the tools, services, and connections these businesses need to access districts' purchasing programs, from technical assistance like recipe development to business-to-business introductions and education opportunities.

The importance of long-term commitment to this work only grows in relevance: in Oregon alone, 49 percent of students qualify for free and reduced lunch. In many cases, a meal at school may be the most reliable meal a student eats all day. And, as Oregon schools become increasingly diverse, connecting nutrition service leaders with

business owners who represent diverse races and cultures, and offer culturally relevant products, is an important evolution of this statewide partnership.

While the economic and social injustices faced by children of color cannot be remedied by school food alone, serving culturally familiar foods can contribute to a sense of home and belonging. When they first moved to Oregon, the De León family would make a more than 80-mile round trip just to get fresh tortillas. Now, we are working with schools to ensure kids only have to go as far as the cafeteria to find familiar flavors and healthful meals.

# CONNECTIONS FOR A MORE INCLUSIVE FOOD SYSTEM



## LOCAL LINK

In November 2019, we gathered more than 100 producers, advocates, buyers, and food businesses for Local Link, held at the Redd on Salmon Street's newly-opened event space. Now in its fifth year, this annual event helps our region's buyers and sellers build the relationships that are foundational to a resilient, equitable food system. Amanda Foster, Karen Lin, and Lia Fu of Fresh Elements were among the 40+ vendors at Local Link in 2019.

*Photo by Kim Nguyen*

**100**

participants

**39%**

of participating food businesses reported increased sales *2018*

**77%**

of attendees expanded or improved local product offerings *2019*

2019

## FARM TO SCHOOL COLLABORATORS

Oregon Farm to School and School Garden Network

Oregon Department of Education

Oregon Department of Agriculture

Food Innovation Center

Black Food Sovereignty Coalition

**\$15M**

for farm to school

In 2019, Oregon allocated a record \$15 million in state funding for farm to school activities. Over the past decade, Ecotrust has been working with partners statewide to advocate for support of this critical programming.



Explore a timeline of our farm to school advocacy work at [ecotrust.org/farm-to-school-advocacy](https://ecotrust.org/farm-to-school-advocacy)

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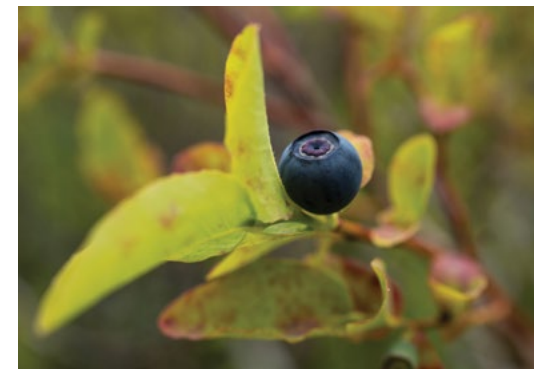
**Farm to school is about relationships every step of the way. This takes time, trust, curiosity, humility, respect, & love for the people and places we call home.**

—ANGELA HEDSTROM,  
FARM TO SCHOOL COORDINATOR

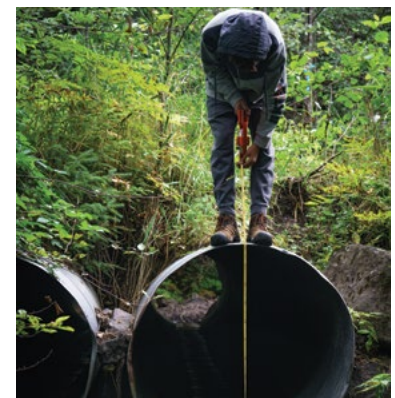




# KEEX' KWAAN COMMUNITY FOREST PARTNERSHIP



How do you transition away from a system focused on financial return to one that acknowledges complexity and accounts for the well-being of people as well as place?



Clockwise from top: Miakah Nix (Haida / Tsimshian), KKCFP Coordinator, at left with the KKCFP field crew: Daniel Ashenfelter, Shawn Merry, and Conrad Revey. Western maidenhair fern in Southeast Alaska. Shawn Merry measures a stream culvert. Wild blueberry. Shawaan Gamble-Jackson on a fishing trip with the Organized Village of Kake, seining for coho salmon. A KKCFP crew member logs GIS data in the field. (Bethany Goodrich). Aerial photo of Organized Village of Kake's Youth Culture Camp (Bob Christensen).



**THE TLINGIT** village of Kake, located on Kupreanof Island, is among several remote Native Alaskan villages in Southeast Alaska accessible only by air or water. With limited access to imported resources, Kake community members rely heavily on the natural abundance of the lands and waters surrounding their home—nearly all of which local communities have little to no managerial jurisdiction over.

Much like other resource-dependent communities, residents of Kake have relied on salmon and timber for income. In particular, the boom and bust history of industrial timber harvests in the Tongass National Forest left the local workforce in its wake and lasting marks on the landscape.

In an effort to build a more resilient and reliable local economy centered on their forests, and improve the health and productivity of local watersheds, partners throughout the region joined together to form the Keex' Kwaan Community Forest Project (KKCFP). In early 2019, Ecotrust was invited to join the KKCFP and its commitment to enhancing traditional and subsistence food security, diversifying the local economy, developing a natural resource workforce, and supporting self-determination for the community of Kake.

KKCFP is not only a science-based, landscape-scale watershed restoration project, but also hugely important because it employs a new, community-based partnership approach to land management.

Keex' Kwaan is a community with many Indigenous stewards and guardians of their lands and waters. The intention of the KKCFP is to enhance this stewardship through local workforce development. Gaining the technical credentials and skills utilized by federal and state agencies lays the foundation for long-term co-management, where locals are enabled financially to manage the lands their families rely on for subsistence, economic security, and cultural continuity. Putting tools in the hands of community members through workforce development is an important piece of the puzzle.

Over the course of the summer, Ecotrust and Keex' Kwaan Community Forest Partnership Coordinator Miakah Nix (Haida/Tsimshian) managed a crew of five local young people, who developed new workforce skills while mapping 500 miles of road, noting conditions of 500 stream culverts, and surveying 20 kilometers of extended coho salmon habitat—moving one step closer to a landscape-level watershed inventory.

This inventory is the first baseline of its kind to exist in Kake, and the first step in designing future KKCFP



Shawn Merry and a fellow KKCFP crew member measure the bedwidth of a stream. *Bethany Goodrich*

restoration projects. It will also help inform local stewardship and land management priorities for many years to come, with the potential to stimulate an entirely new, community-led forest economy.

**Most importantly, this partnership is an opportunity to reinstate the voice of the Keex' Kwaan community as the foremost authority over their lands.**

At Ecotrust, we believe that the economic disparity and environmental problems we're experiencing now are the result of a winner-take-all attitude and heavy industrial practices that degrade nature and harm people, and are reinforced by inequitable

power structure. But how do you transition away from a system focused on financial return to one that acknowledges complexity and accounts for the well-being of all people as well as place?

For us, it starts with seeking out and sharing our unique expertise with partners doing the hard work on the ground to produce better outcomes for us all.

This work is important to the community of Kake on many levels: building climate resilience; ensuring the health and security of traditional foods, medicine, and art; investigating diversified and sustainable renewable energy. But most importantly, this partnership is an opportunity to reinstate the voice of the Keex' Kwaan community as the foremost authority over their lands.



# GROWING A COMMUNITY FOREST COLLABORATION



## JOINING LOCAL LEADERS

In 2019, Ecotrust joined the Sustainable Southeast Partnership, a dynamic collaborative working throughout Southeast Alaska to build new opportunities in partnership with rural, resource-dependent communities. Bob Christensen, Executive Director of SEAWAAD and member of the Partnership, is shown above with Dawn Jackson, Executive Director of the Organized Village of Kake. *Photo by Bethany Goodrich*

# 165,000

Acres mapped in Southeast Alaska, including 500 miles of road, conditions noted in 500 stream culverts, and 20 kilometers of extended coho salmon habitat surveyed

## KKCFP COLLABORATORS

Organized Village of Kake

Kake Tribal Corporation

Sealaska Corporation

Southeast Alaska Wilderness Exploration, Analysis & Discovery Nonprofit (SEAWAAD)

Ecotrust

Spruce Root CDFI

The Nature Conservancy

Southeast Alaska Land Trust

City of Kake

Alaska Department of Fish & Game

USDA Forest Service

“

There's no better feeling than knowing that I'm bringing what I learn in school home to the partnership and helping to restore our lands.

—SHAWAAN GAMBLE-JACKSON  
(TLINGIT, HAIDA), CREW LEAD

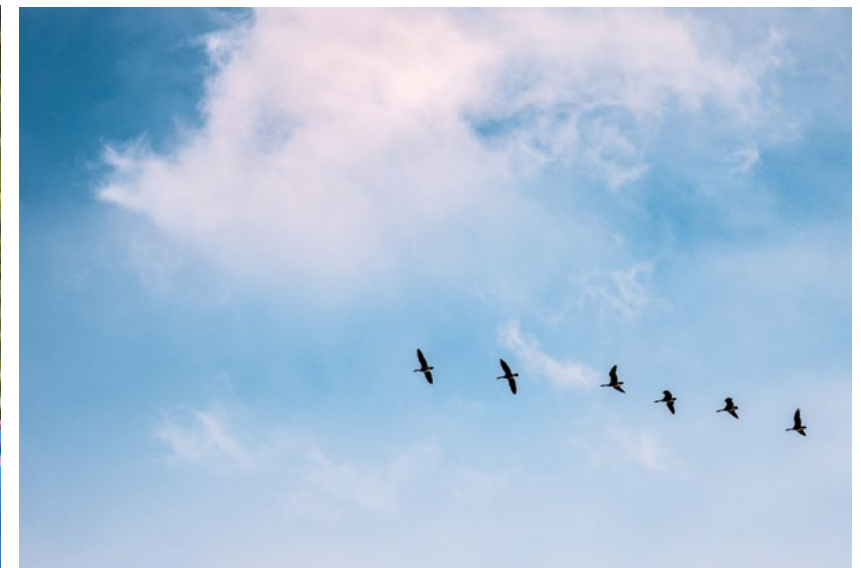


Illustration by Hedy de la Cruz, based on a photo by Bethany Goodrich

# FOREST BANK: A MODEL FOR UNIFIED CLIMATE- SMART FORESTRY



**This coordinated land management strategy helps build a path to climate resilience, while providing financial return through a focus on forest health.**



*A mushroom on McGlinn Island. Canada Geese flying in formation. The Lushootseed word for geese is ǰədǰədǰəd. David Diaz, Director of Forestry, and Jim Unsell of Foxglove Forestry discuss Swinomish forest management treatment scenarios. A painted sign of a quote from Chief Seattle made for Indigenous People's Day. Forestry work crew members Philip McCoy and Bruce James, Sr. harvest firewood for the elder firewood program. Myk Heidt, Community Environmental Health Coordinator of Swinomish Indian Tribal Community, leads community*



*members on a native plant and forestry walk. Madrone has many medicinal uses. The Lushootseed word for madrone is qacagʷac. Alana Quintasket, Senator, Swinomish Tribal Senate, in her role as Planning and Community Development Intern with the Swinomish Indian Tribal Community. The view from Snee-oosh Beach, with Hope Island in the background. (Sean Gutierrez)*



**ACROSS THE** Pacific Northwest, Indigenous communities are among the first to experience climate impacts, and many are leading the way in climate response.

The Swinomish Indian Tribal Community was the first U.S. tribal nation to develop a plan for climate adaptation, publishing it a full two years before Washington State put forward its own climate action plan. The Community’s plan evaluates and calculates climate risks to their forest lands, such as wildfire, disease, pests, and drought, as well as the ways these forests mitigate climate effects, including protecting water for salmon habitat and community use, and drawing carbon out of the atmosphere.

However, any attempt at a unified forest management strategy under one climate-conscious plan is complicated by the ongoing impacts of fractured land ownership set in motion by an unjust federal policy more than a century ago.

Under the Dawes Act of 1887, tribal reservation lands across the U.S., including the Swinomish Reservation, were divided into individual allotments in an attempt to drive individual ownership of land and resources by tribal citizens instead of communal management. Today, those allotments have been subdivided across generations of owners, often with multiple family members owning smaller and smaller tracts of land.

To address the systemic barriers around coordinated land management caused by the allotment ownership system, the novel concept of a “forest bank” was introduced in the Swinomish Community’s 2003 Forest Management Plan. In 2019, following a five-year partnership to navigate options for achieving their vision of climate-smart forest management, Ecotrust collaborated with the Tribal Community to develop an implementation strategy for the innovative Forest Bank model.

**With a depth of knowledge developed over millennia, Indigenous stewardship holds significant potential to help shift resource management from an extractive paradigm to one that values forests for the myriad benefits they hold.**

This strategy lays out a path for how the Tribal Community could pool individual allotments and manage them together, to benefit tribal members and advance the Tribal Community’s climate plan—all while providing a stable financial return for the tribal landowners who voluntarily enroll in the Forest Bank. Together, the participating lands would be managed under a shared set of climate-smart forestry standards,



Lawrence Edwards harvests wood for the Swinomish elder firewood program.  
Sean Gutierrez

with timber harvests, fire protection efforts, habitat restoration projects, and ecosystem service transactions across the Reservation orchestrated by the Forest Bank.

Ecotrust’s financial modeling and scenario planning showed that coordinating these activities could bring more predictable and reliable income to both participating individual allotment holders and the Tribal Community. After opting in to the Forest Bank, an initial lump sum could be paid to individual allotment holders using revenue from forest management activities on land already owned by the Tribe. Following that, profits generated by forestry activities could fund ongoing financial returns. By directly addressing the complexities of land ownership as well as setting

up a structure for individual and community financial resilience, the Forest Bank is a promising model for climate-smart land management led by tribes like the Swinomish Indian Tribal Community.

As ancestral stewards, Indigenous peoples have a unique and unbreakable connection to the lands and waters of this region. With a depth of knowledge developed over millennia, Indigenous stewardship holds significant potential to help shift resource management from an extractive paradigm to one that values forests for the myriad benefits they hold. For tribes with forestland, the Forest Bank model serves as a powerful tool to bolster enduring and climate-resilient communities through landscape-level forest management.

# BANKING ON CLIMATE-SMART MANAGEMENT

## WHAT IS A FOREST BANK?

A Forest Bank is a new model of land management that enables shared, climate-smart forest management across multiple land owners.

We produced a short video to share details about how a Forest Bank works.



Watch now at [ecotrust.org/forest-bank](https://ecotrust.org/forest-bank)

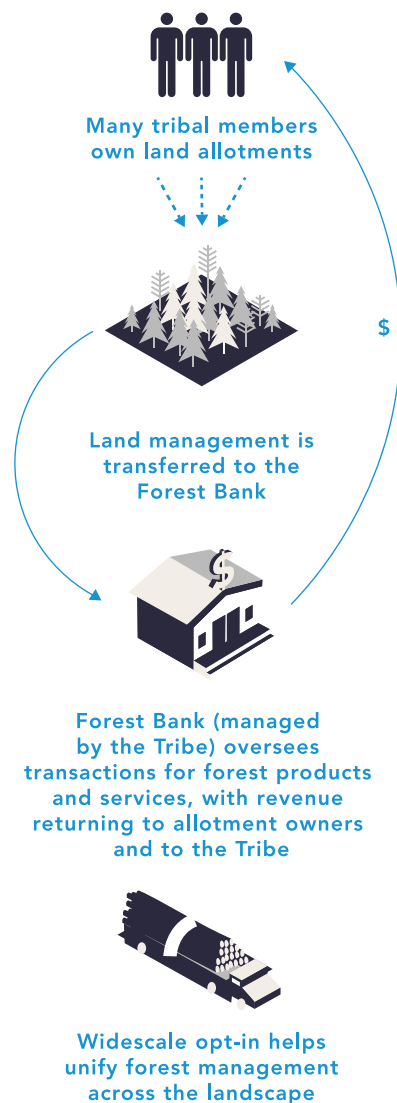


## KEY PARTNERS

Our thanks to the Swinomish Indian Tribal Community for their partnership on this project.

*Photo by Sean Guitierrez*

## A UNIQUE MODEL



“

The Forest Bank model holds great potential to create new and more stable revenue sources for communities, while restoring the diversity of natural ecosystems.

—BRENT DAVIES,  
VP FOREST & ECOSYSTEM SERVICES



*Heldy de la Cruz*



# GATHERING FOR GREATER GOOD



In 2019, our capacity for hosting and creating gatherings of all sizes grew exponentially. With the official openings of Redd East and the Irving Street Studio, we now host more than 30,000 square feet of event space across eight unique venues.

Gathering around ideas that matter has always been core to Ecotrust's mission to inspire fresh thinking. Our landmark buildings and spaces are put to work every day in service to our community, with welcoming, accessible, and flexible spaces dedicated to building meaningful connection.

With 100 percent of the revenue from event rentals returned to our nonprofit work, and a commitment to inclusivity that shines throughout thoughtful amenities and our Community Grants program, Ecotrust Events is a model for building business as a force for good.

Clockwise from the top: Redd Reveal attendees enjoy food trucks in the Redd plaza (Shawn Linehan). Event-goers line up for the grand opening of Ecotrust's Irving Street Studio (Noah Thomas). Yuri Baxter-Neal of LIFE Sampling PDX and Lola Milholland of Umi Organic share laughs during a cooking demo at the Redd Community Kitchen (Shawn Linehan). Floral arrangement at Redd Reveal (Shawn Linehan). Redd Reveal attendees gather around the warmth of a Swedish candle in the Redd plaza (Shawn Linehan). Some of the more than 1,400 Redd Reveal attendees gather in the Main Hall (Shawn Linehan). Daniela del Mar (right) of letra chueca press and Paola Smith (Shawn Linehan). The Redd plaza, an ideal location for outdoor gatherings.





Redd East illustration Jiaqi Wang

## THE REDD ON SALMON STREET

At the Redd on Salmon Street, the campus is bustling with possibilities: operations at Redd West are in full swing with commercial kitchen space, cold storage, warehousing, and distribution facilities serving as a unique, hardworking hub for growing good food businesses.

With the completion of 10,000 square feet of convening capacity at Redd East, the full vision for the

campus came to life this past year with new meaning: as a landmark event space, Redd East is uniquely equipped to host food-focused events and initiatives. In March 2019, an incredible 1,400 partners, community members, and contributors joined us for Redd Reveal!, a celebration of the full opening of the Redd campus and a joyful affirmation of our shared vision and work. The Main Hall and Plaza were filled with regional food and drink, the Community Kitchen hosted a full agenda of cooking demonstrations, and tours of operations at Redd West helped solidify the campus's place in building a more resilient and restorative regional food system.

# 750

Events hosted in 2019 at  
the Natural Capital Center  
and Redd East.

# 175

Number of good food  
businesses using the processing,  
storage, and distribution  
facilities at Redd West.

# 81%

of the catering businesses  
we work with are owned  
or partnered by people  
of color and/or women.

# \$1.3M

in events revenue  
generated to support  
Ecotrust's mission from  
all our event spaces.



## COMMUNITY GRANTS PROGRAM

For 11 years, Ecotrust's Community Grants program has offered nonprofits with limited means the opportunity to access our event spaces at no cost. Since the beginning of the program, we have awarded 110 grants to organizations with missions ranging from social justice to immigration reform to engaging foster youth in public art projects. Starting in 2019, the program began prioritizing grant-making to organizations with a demonstrated commitment to racial equity:

Color Outside the Lines

Resolutions NW

Underscore

Betties360

Pueblo Unido

United Spinal Association

Transition Projects

Soul River

Edúcate Ya

Power to the Dreamers

*Photo by Megan Foucht*

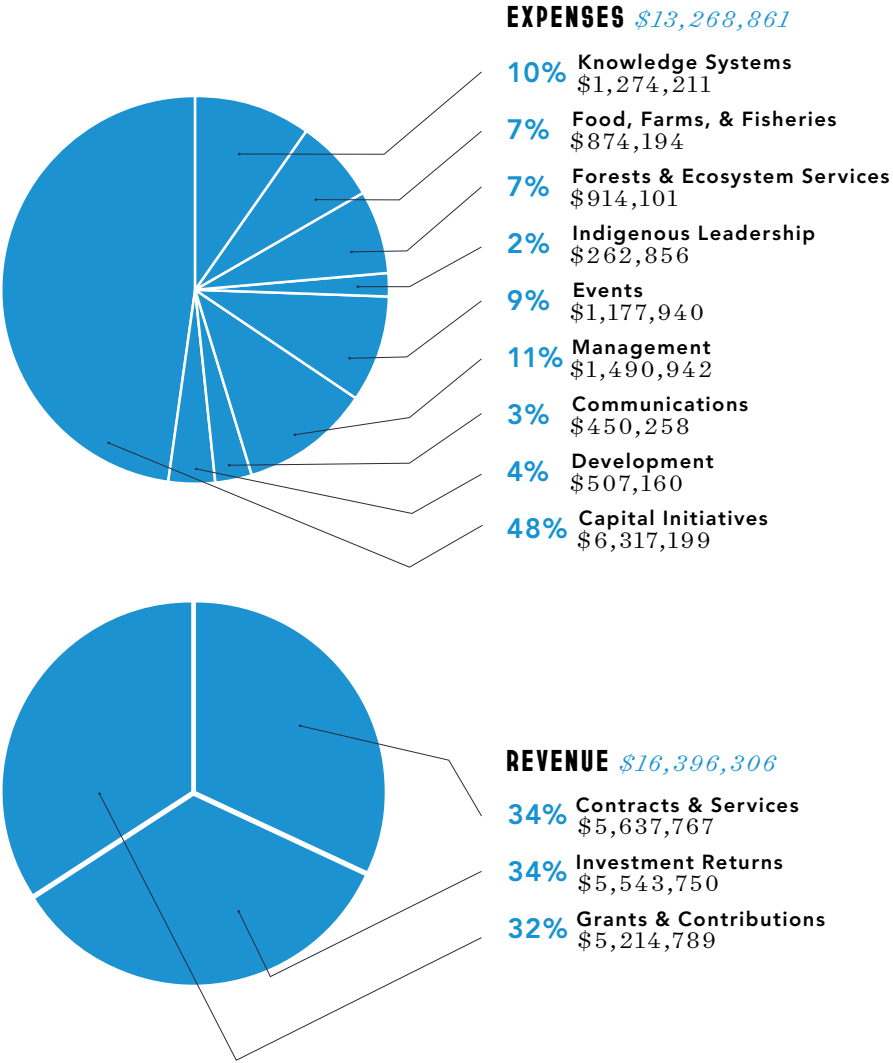




Thimbleberry flower and ripening berries. Bethany Goodrich

# FINANCIALS

Your gifts are put to work with efficiency, transparency, and strategic purpose across all of our programs and initiatives. We are committed to maintaining the highest level of accountability to you. Our full financial statements are independently audited, updated annually, and always available for you to reference on our website at [ecotrust.org/accountability](https://ecotrust.org/accountability).







## CATALYTIC CAPITAL

After more than four years of development, we were thrilled to open the full campus of the Redd on Salmon Street in early 2019. With two city blocks and 80,000 square feet in the heart of Portland, the Redd provides both the physical space and the “nuts and bolts” infrastructure needed to support local food enterprises; connect independent farmers, ranchers and fishermen with urban buyers; and help scale a robust and equitable food economy across the Pacific Northwest.

The Redd campus was brought to life through a creative and impactful mix of more than \$25 million in funding from a variety of capital sources, including investor equity, foundation PRIs, private debt, New Markets Tax Credit investments, and philanthropic contributions.

◀ Local Link brings together a growing network of food producers, local businesses, and institutional buyers from schools and hospitals. In 2019, more than 160 vendors and attendees gathered at the Redd Main Hall to connect, learn, and do business. *Kim Nguyen*



# FUNDING FOR IMPACT

Ecotrust's business model cultivates a diversity of values-aligned funding sources. Through our own experiences with catalytic capital, we are able to learn from the challenges and identify

opportunities to pursue triple-bottom-line outcomes, invite new partners and partnerships to the work, build financial resiliency, and achieve a greater scale of mission impact.

## Donations & Grants

Charitable donations from individuals, foundations, businesses, and government entities directly support our mission—and the partnerships and projects that bring it to life.

## Ecotrust Community Development Enterprise

Ecotrust's designation as a Community Development Enterprise enables us to participate in New Markets Tax Credits, an initiative designed to help economically distressed communities attract private capital by providing investors with a federal tax credit. We receive asset management income that fuels our programs, while our investments have supported tribal communities, forestland restoration, and fiber and food processing, with a goal of delivering triple bottom line benefits in every investment we make.

## Program-Related Investments

Program Related Investments leverage philanthropic dollars through low-interest loans, and are a way for our foundation partners to help us jump-start large-scale, high-impact projects like the Redd on Salmon Street.

## Investment Capital

Through our working endowment and private investments, we are able to apply catalytic capital to targeted initiatives, ensuring that our investment impact aligns with and amplifies our programmatic impact. This includes investments in our two Portland campuses, the Natural Capital Center and the Redd on Salmon Street, where we lease office, industrial, and event spaces that generate revenue while facilitating innovation and connection.

## Contracts & Earned Revenue

Revenue earned through event and space rentals, as well as contract and consulting work—from mapping watersheds to producing interactive communications—bolsters our resources and advances mission-aligned work with partners throughout the region.

# FOUNDATIONS FOR CENTERING EQUITY

From the beginning, our mission has named social equity alongside economic opportunity and environmental well-being. As our organization continues to evolve, we are refining our understanding of social equity and recognizing that if we want to achieve our mission, we must embed racial equity in everything we do. With openness and transparency, we are excited to share with you our recent accomplishments and opportunities for growth in this work.

Centering equity at Ecotrust has meant entering into a field that is rich, ongoing, and radiates from the wisdom, experience, and knowledge of the Black, Indigenous, Latinx, and other communities of color that call this bioregion home. It has clarified the opportunities we have to invest in partnerships that directly benefit communities of color, and it requires we transform as individuals and as an organization so that we can contribute to the impact we want in our region.



Ecotrust staff during a team retreat at Pier Park, Portland, Ore. Ecotrust

## 2014

Three Ecotrust staff attend *Exploring Power, Privilege and Tools for Change*, organized by the Center for Diversity and the Environment.

An informal, staff-led group forms, holds ongoing lunchtime discussion groups, and hosts speakers.

## 2017

The Equity Working Group is formalized and launches the Racial Equity Action Plan; all staff participate in ongoing cultural competency trainings.

Ecotrust's Equity Working Group is a consultative body in charge of initiating and tracking the progress of our Racial Equity Action Plan. Our racial equity work is collectively led and implemented by staff across the organization.

## 2019

We conduct a full audit of our hiring practices, hire our first Director of Food Equity, and expand the Equity Working Group to five members.

Ecotrust's board forms an Equity Working Group to drive board equity work and support efforts across our organization.

**Deep-rooted, systemic diversity is essential to our ability to survive and thrive.**

—ECOTRUST EQUITY STATEMENT

## 2015-16

We complete the Coalition of Communities of Color tool for organizational self-assessment and identify nine key areas for growing our commitment to racial equity.

## 2018

We add equity requirements to all job descriptions for new hires and to annual reviews for all staff.

A new equity lens framework tool is presented and piloted with several core Ecotrust projects.

Learn more about the vision, goals, and progress resulting from the 2019 Racial Equity Action Plan on our website at [ecotrust.org/equity-at-ecotrust](https://ecotrust.org/equity-at-ecotrust).



## ECOTRUST EQUITY STATEMENT

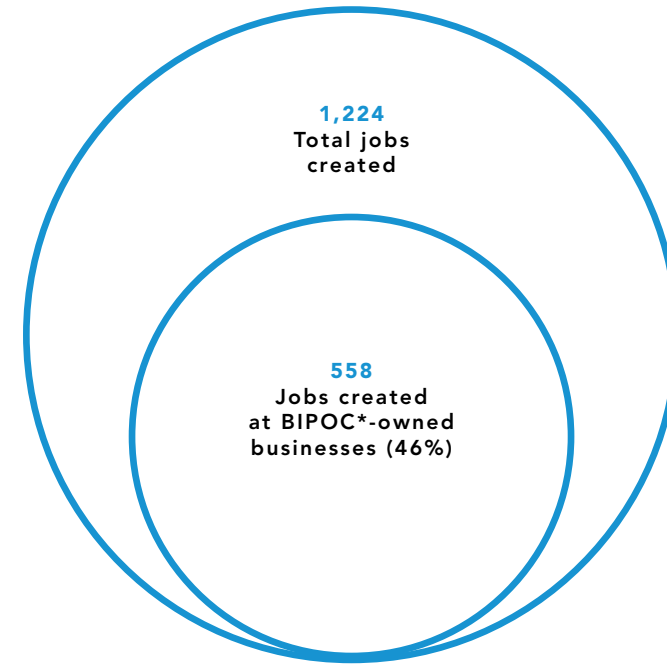
At Ecotrust, we see equity as an integral component of our mission, vital to fostering resilient communities, economies, and ecosystems. Deep-rooted, systemic diversity is essential to our ability to survive and thrive. Yet, significant disparities persist in economic opportunity and environmental well-being in our region and beyond.

### Shifting culture inside and outside our walls is hard, often uncomfortable work, and a lifelong commitment.

Addressing these disparities means redressing the historic, systemic oppression against members of society based on race, gender, class, sexual orientation and other identities. It means understanding and actively shifting power, resources, and privilege toward disenfranchised communities. And it means embedding equity, diversity, and inclusion in our culture, operations, programs, and community partnerships.

To understand our role in unconsciously perpetuating inequities through our work and workplace culture, Ecotrust completed an organizational self-assessment on racial equity in 2016, identifying nine key areas for growth across the organization to more fully embed our commitment to equity, diversity, and inclusion. In 2017, we launched a Racial Equity Action Plan based on this assessment, and in 2018 we prioritized social and racial equity as one of our organizational imperatives, recognizing that to achieve our vision of a world where people and nature thrive, we cannot leave anyone behind. Equity is an imperative for building a just and inclusive society.

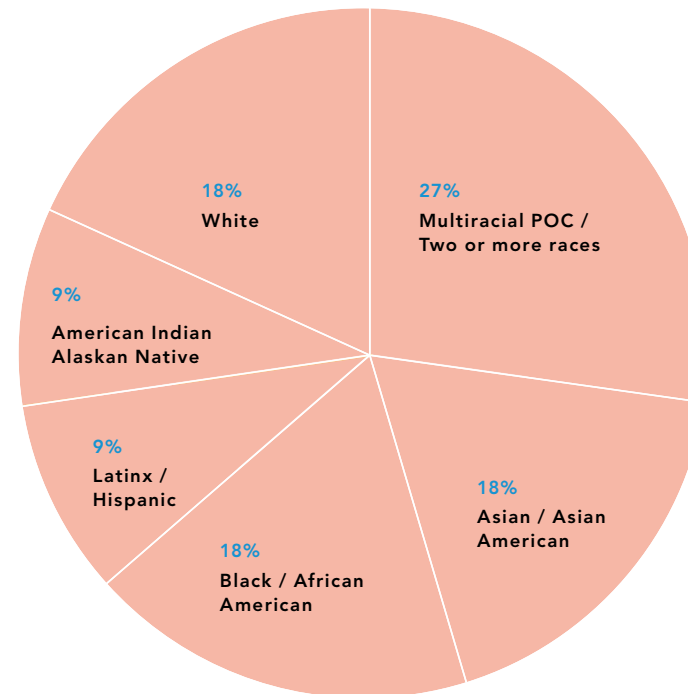
Shifting culture inside and outside our walls is hard, often uncomfortable work, and a lifelong commitment. To do this, we are empowering staff at all levels to adopt an equity lens in all we do—at the hiring, spending, programmatic, and relational levels. We work to create a shared understanding of equity through trainings and professional development opportunities, we hold ourselves accountable to communities of color, and we work to create a culture of inclusion both within Ecotrust and as we engage externally in our work.



◀ Ecotrust programs and investments supported the creation of 1,224 jobs in 2019. Forty-six percent of these jobs were at BIPOC-led or BIPOC-owned businesses and organizations.

Measuring and reporting on this and other impact data illuminates our current efforts, and points to areas where we can grow.

*\*BIPOC: Black, Indigenous, people of color*



◀ New Ecotrust hires by race

In 2019 we completed an audit of recruitment and hiring policies and finalized an equitable policy on hiring for all staff and fellows.

Staff recruitment and hiring processes have shown a marked increase in racial diversity among candidates; the majority of staff hired in 2019 self-identify as Black, Indigenous, or other person of color.

# ECOTRUST BOARD

**Jeremy Barnicle, Executive Director** *Portland, OR*

**Spencer B. Beebe, Founder** *Portland, OR (retired 2019)*

**Cory Carman** *Wallowa, OR*

**Bobbie Conner, Vice-Chair** *Pendleton, OR*

**Gun Denhart, Board Chair** *Portland, OR*

**Mark Edlen, Board Chair** *Portland, OR*

**Robert E. Friedman** *San Francisco, CA*

**Ron Grzywinski, Vice-Chair** *Chicago, IL*

**Jean Johnson** *Seattle, WA*

**Susie Lee** *Seattle, WA*

**Elise Lufkin, Vice-Chair** *Hailey, ID*

**Antone Minthorn** *Adams, OR*

**David Montgomery** *Seattle, WA*

**William H. Neukom** *Seattle, WA*

**Nell Newman** *Santa Cruz, CA*

**Kat Taylor, Vice-Chair** *Oakland, CA*

**Robert C. Warren** *Fairview, OR*

**Dan Wieden** *Portland, OR (retired 2019)*

**Priscilla Bernard-Wieden** *Portland, OR*

In December 2019, Ecotrust's founder Spencer B. Beebe concluded his service on our Board of Directors after 29 years of creative vision and dedication to our mission. He is shown at right, third from the left, in a critical moment during negotiations to protect the Kitlope with Gerald Amos (Haisla), Chief Councillor, Haisla Nation; John Cashore, British Columbia's Minister of the Environment; and Cecil Paul, Haisla elder, on the shore of Kitlope Lake, 1993. Read the story here: [ecotrust.org/on-the-banks-of-the-kitlope-river](https://ecotrust.org/on-the-banks-of-the-kitlope-river). *Spencer B. Beebe* ►

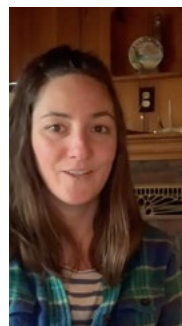
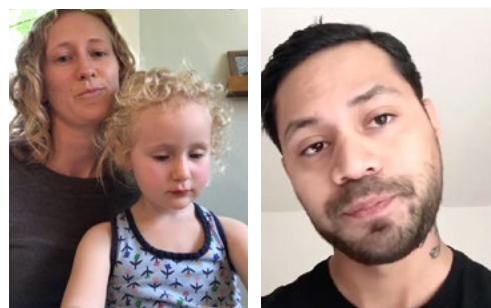
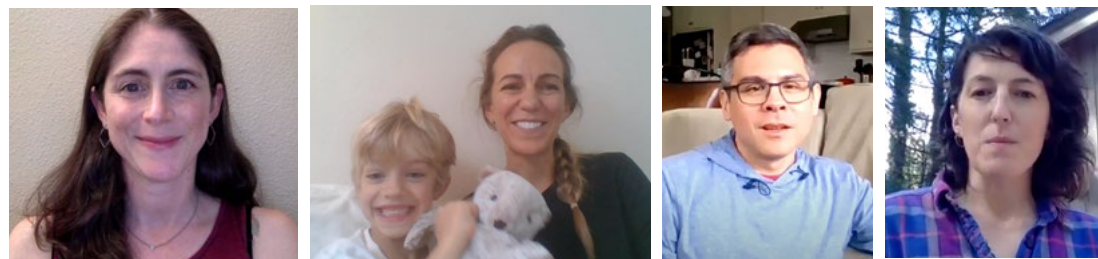
“

It is our interdependence  
and the character of our  
relationships with each  
other and our environment  
that matter.

—SPENCER B. BEEBE





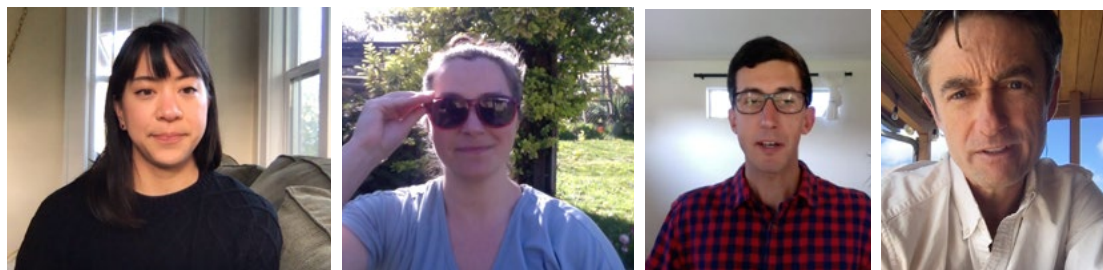


## WE BELIEVE...

Change starts here at home, with our team, and the communities we work within.

Together, we're working to understand the unique characteristics of the place we live, are examining the roles of race and class, building responsible, for-purpose business, and relentlessly pushing fresh thinking that drives social, economic, and environmental change. Near or far, these are the values that connect us. And you're a part of it.

Read our core values at [ecotrust.org/mission](https://ecotrust.org/mission).



These images are from our core values video, made by staff working from home during the COVID-19 pandemic. From top to bottom, left to right: Jocelyn Tutak and son Owen, Brittanie Grayson, Madeleine Corich, Stacey Sobell, Lily Abood and son Otis, Kevin Bumatay, Doe Hatfield, Beth Hatfield and daughter Ruth, Heldáy de la Cruz, Tess Blessman, Emilie Chen, Megan Foucht, Aaron Vargas, and Jeremy Barnicle.

## ECOTRUST STAFF 2019 & 2020

Brody Abbott  
Lily Abood  
Kimberly Anderson  
Jeremy Barnicle  
Olivia Bartruff  
Sam Beebe  
Spencer Beebe  
Tess Blessman  
Jon Bonkoski  
Allison Brinkhorst  
Kevin Bumatay  
Dwayne Canfield  
Kaley Charlet  
Emilie Chen  
Denise Chin  
Sarah Cline  
Madeleine Corich  
Marissa Correa  
Stephanie Cowherd  
Brent Davies  
Karl Dawson  
Heldáy de la Cruz  
David Diaz  
John Domingo  
Heather Doyle  
Melissa Eaves  
Noah Enelow  
Laura Ford  
Megan Foucht  
Teresa Gaddy  
Brittanie Grayson  
Manuel Guerra  
Maia Hardy  
Kira Harrow  
Beth Hatfield  
Doe Hatfield  
Angela Hedstrom  
Ryan Hodges  
Modeste Kabissaie  
Nathan Kadish  
Cait Kelley  
Mary Krumm

Jeanne Kubal  
James Kwele  
Adam Lane  
Sara Loreno  
Maralea Lutino  
Bill Maddrell  
Lizzie Marsters  
Michael Mertens  
Miakah Nix  
Amanda Osborne  
Vickie Owens  
Katy Pelissier  
Amber Peoples  
David Pollard  
Tyson Rasor  
Kaitlyn Rich  
Jennifer Richards  
Yolimar Rivera Vázquez  
Katie Russell  
Brie Schettle  
Nathan Schwartz  
Emma Sharer  
Stacey Sobell  
Jenna Stathopoulos  
Kyle Sweasey  
Melanie Troutman  
Jocelyn Tutak  
Aaron Vargas  
Catherine Villarreal  
Michelle Waters  
Lisa Watt  
Katherine White

## FELLOWS & INTERNS

Madeline Atmore  
Laurie Dunne  
Randall Malcolm  
Virginia Ontiveros

## VOLUNTEERS

Jane Alexander  
Peggy Alter  
Melissa Berry  
Karen Blackledge  
Valentina Chau  
Lauren Corr  
Margo DeBeir  
Heather Doyle  
Jordan Drebin  
Linda Gamberg  
Emily Gastelum  
Glen Gilbert  
Evan Gregoire  
Hedin  
Juliet Hiebler  
Barton Holcomb  
Aliya Ingersoll  
Jacqui Jackson  
Diane Kelzer  
Allison Lew  
Ron MacKenzie  
Annamarie Mangili  
Wynne McAuley  
Kate Mytron  
Joshua Newport  
Patti Paris  
Linda Parkison  
Diana Rogero  
Heather Roth  
Bianca Shell  
Misa Shirakawa  
Hannah Teagle  
Tobin Teichgraeber  
Lauren Trakn  
Carolyn Vock  
Karen Wagner  
Nathan Widdicombe  
Eliza Yank

