



Ruby Stemmler, CEO

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About Ruby:

Born in Bogota, Colombia

In the DC area since 1999

Liaison to the Hispanic Community

Driven to improve the quality of life of my community

Passion for conservation and the protection of our
Madre Tierra

Started ecoLatinos in 2016

Love hiking and doing historical tourism

Married to Jack and Mother of David, the 6th of 12

Luna is my loyal companion and coworker



OUR MISSION

To empower the Latino Community in the pursuit of social and environmental justice through engagement, education, and activism across the Chesapeake Bay Region.

DEIJ in the Chesapeake Bay Region

DEI Readiness Assessment Survey

DEIJ Guide: A Diversity, Equity, Inclusion and Justice Guide for the Chesapeake Watershed

Diversity Toolkit: Building Principles of Diversity, Equity, Inclusion and Justice in Organizations



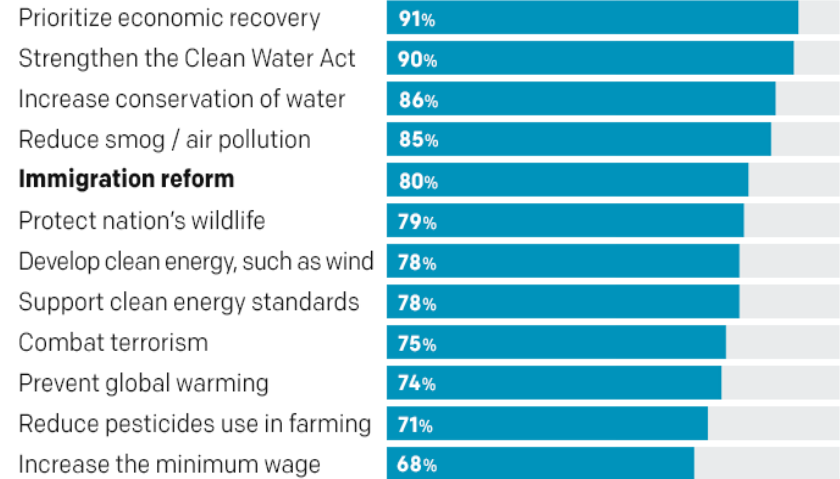
DEIJ Survey Results

83% of environmental organizations hold DEI as a core value yet only 9% consider their DEI processes effective.

Ethnic Minorities and the Environment

Greater Concern

- ★ 68% of minority voters polled feel that climate change is an immediate problem to address.¹
- ★ Latinos are more concerned with climate change than non-Latinos. **Spanish-language Latinos are even more concerned.**²
- ★ Environmental issues are as important as the passage of comprehensive immigration reform.³



¹<https://theavarnagroup.com/wp-content/uploads/2016/03/Conservation-and-Diversity.pdf>

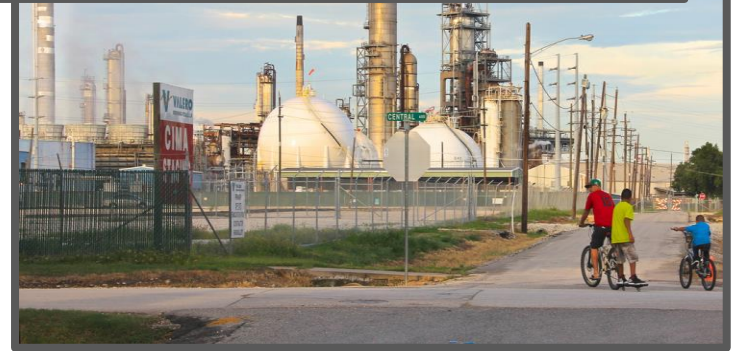
² Climate Change in the Latino Mind, Yale Program on Climate Change Communication, 2017 <https://climatecommunication.yale.edu/news-events/latinos-want-action-climate-change/>

³ <https://earthjustice.org/features/poll-latino-opinion>

Ethnic Minorities and the Environment

Disproportionate Burdens

- ★ More exposed to air pollutants and hazardous land uses.¹
 - Poor quality housing with old heating systems and poor insulation
- ★ Less tree canopy in lower income neighborhoods.²
- ★ Vulnerability to health impacts from climate change.³
 - More asthma, cancer, Covid, neurological diseases
- ★ Globally, climate change is driving human migration and displacement.⁴



¹ Jennings, Johnson, & Gragg, 2012, ² Gerrish & Watkins, 2018; Watkins & Gerrish, 2018, ³ <https://ajph.aphapublications.org/doi/full/10.2105/AJPH.2018.304437>,

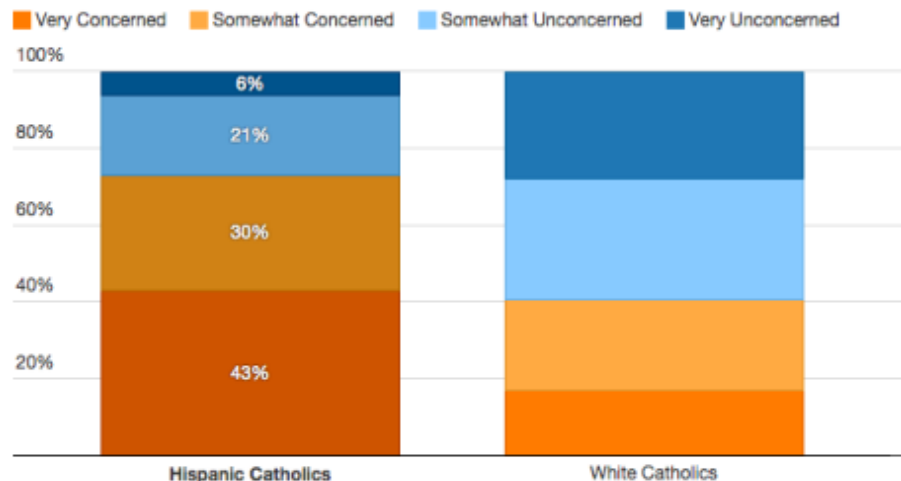
⁴ <https://www.migrationpolicy.org/research/climate-change-and-migration-dynamics>

Ethnic Minorities and the Environment

Faith and the Environment

- ★ Taking action is a spiritual obligation.
- ★ Spiritual values drive their dedication to protecting the creation
- ★ Laudato Si: On Care for Our Common Home

Hispanic Catholics Are Much More Concerned About Climate Change Than White Catholics



Source: [Public Religion Research Institute Get the data](#)

Created with [Datawrapper](#)

Big Gap

Seven in ten Latinos (71%) have never been contacted by an organization working to reduce global warming.

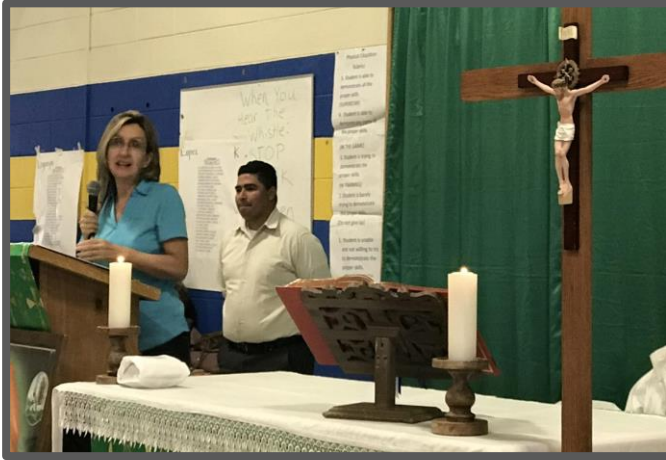
Environmental Justice



Environmental justice is the fair treatment and meaningful involvement of all people regardless of race, color, national origin, or income with respect to the development, implementation, and enforcement of environmental laws, regulations, and policies.



Promoting Environmental Stewardship



Connecting in Culture and Spirit



Forming Environmental Leaders



Meeting People Where They Are



Creating Culturally Sensitive Programs

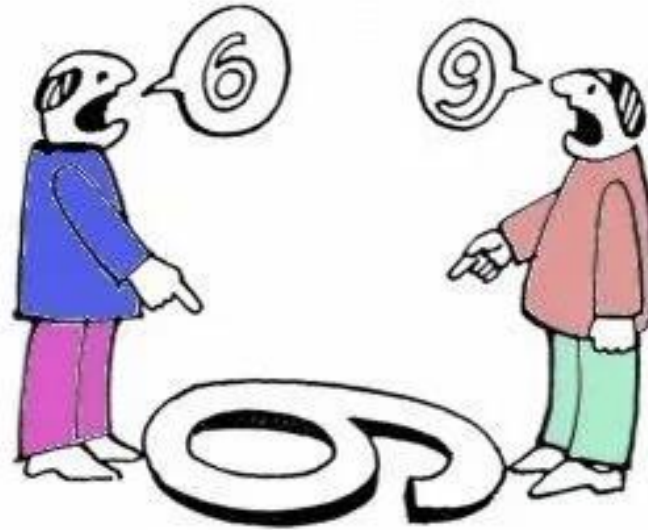
PRACTICING CULTURAL COMPETENCE



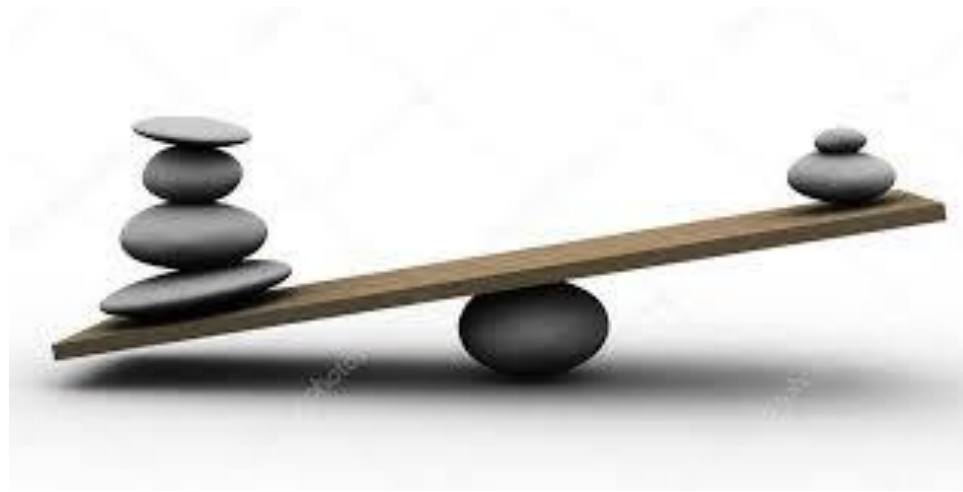
Diverse Communities - Diverse Needs



Beyond language barriers



Balancing Act



**LEARNING ABOUT THE
PROBLEM**

**ADDRESSING THE
PROBLEM**

**Our goal is not just to build a
program but to build a system
of healthy relationships.**

**The program success is the
reward.**

