

An EHC leader/representative is committed to making social change in his/her community to improve the quality of life and is willing and able to influence other community members and decision makers toward reaching that goal. An EHC leader demonstrates certain personal characteristics, fulfills responsibilities, and has decision-making authority. The following is a description of the majority of characteristics and responsibilities of a leader/representative. Most leader/representatives will possess many but not all of these.

Personal Characteristics of an EHC Leader/Representative

1. **Is Committed to EHC and Environmental Justice**
 - Believes in the EHC Mission, Goals and Theory of Change
 - Is committed to participate in the EHC process and to work for social justice
 - Believes that all communities have the right to a healthy environment without risks to human health caused by pollution
 - Publicly identifies as an EHC leader
2. **Works well with people**
 - Is friendly
 - Is persistent
 - Is patient
 - Inspires confidence and motivates others
 - Knows how to guide people to achieve the desired result
 - Listens well
 - Is recognized as a leader in the community
 - Sees themselves as equals to other members of the community
 - Earns the trust of the people
3. **Works well in a group**
 - Provides support for people and community issues, even when the subject is not their primary focus.
 - Encourages others to participate
 - Does not impose his/her opinion or will on others
 - Is able to facilitate others through a decision-making process, even when the decision taken by the group is not their preference
 - Offers support to others and works well in different situations
 - Understands the power of working in groups
 - Knows how to be a good follower
 - Can deal with conflict in a constructive manner
4. **Provides guidance**
 - Is able to synthesize diverse ideas into plans for action
 - Can develop and implement a strategic plan
 - Contributes ideas, understands problems and identifies solutions
5. **Actively participates**
 - Participates regularly in EHC and community events and actions
 - Attends the majority of EHC meetings
 - **Volunteers time in the campaign of their preference**
 - **Always helps without being asked**
6. **Understands power**
 - Knows how to build power
 - Knows how to analyze power and design an effective strategy
 - Knows the political playing field
 - Is willing to engage in conflict
 - Develops a tolerance for the opposition

- Understands the opposing perspective and knows both how and when to counter certain arguments and yield to others
- Knows how to take control of a situation
- Must be able to stand alone to represent an unpopular position

7. Enjoys learning

- Shares information from other groups with EHC
- Shares information with other groups about EHC
- Participates in trainings that increase their effectiveness
- Knows how to lose and learn from errors

Responsibilities of an EHC Leader/Representative

- 1. Is Accountable to EHC and the Community**
 - Represents EHC positions
 - Understands the balance between personal and organizational perspectives
- 2. Attends Key EHC Meetings**
 - Monthly Community Action Team
 - Monthly Community Meeting
- 3. Represents EHC and provides EHC information to the community**
 - Informs their neighborhood network of residents
 - Makes presentations to groups
 - Is an EHC spokesperson to the media
 - Testifies at public hearings and meetings
 - Lobbies government officials to take specific action
 - **Represents EHC and community perspectives in educational tours, at funder site visits and other meetings**
- 4. Represents the interests of the community**
 - Attends key community meetings
 - Listens and learns about residents concerns
 - Supports and participates with other community & social justice groups
- 5. Organizes residents**
 - Invites people to attend EHC, community and ally meetings and events
 - Participates in door knocking canvasses, house visits and phone banking
- 6. Leads and coordinates**
 - **Heads committees or work groups**
 - **Organizes events**
 - **Facilitates meetings**
 - **Seeks resources**
- 7. Researches Issues**
 - Collects information and researches topics
- 8. Knows or learns how to win**
 - **Develops and attends skill building, issue and other trainings**
 - Understands power and politics
- 9. Completes all sessions of the Core SALTA leadership training**

Authority of an EHC Leader/Representative

- 1. Makes decisions by participating with the Community Action Team and/or Board of Directors**
- 2. Represents EHC to decision-makers**
- 3. Represents EHC to the community**