

Strategic Plan

2022 - 2025





A Letter from EarthCorps' Executive Director

Dear Friends,

EarthCorps has always been an organization centered around hope. Day in and day out we work to create a better world because of our hope for our future. This commitment to a better world, one where *all* people and nature thrive together, is moving us forward.

This is an exciting time to be at EarthCorps as we reimagine our place within the global environmental movement. Our dedication to the practice of ecological restoration is strong. Our U.S. and international corps members will continue to restore ecosystems, protect the Puget Sound, and increase access to nature.

However, we have a unique opportunity to redefine who benefits from our restoration work. We believe those closest to environmental problems should be intimately involved in their solutions. Therefore, we are committed to working with the communities most impacted by environmental degradation - listening to their voices and ideas and prioritizing their needs in our work.

At our core we believe in the power of people to tackle the most pressing challenges facing our planet. That is why we invest in the leadership of young adults. Today, our world needs healing from racism, colonialism, and other oppressive systems which remain obstacles to advancing environmental justice. Therefore, we are steadfast in our commitment to graduating corps members grounded in the critical skills needed to lead in today's world including skills in empathy, inclusion, and equity.

We will continue to deliver an exceptional hands-on environmental restoration leadership program through the lens of racial equity and environmental justice. Over the next three years, we will shift who we partner with, what types of projects we work on, and how we are funded - all while continuing to build an actively anti-racist organization.

We hope you'll join us as we embark on this next chapter to cultivate leaders and community partnerships to advance environmental justice. We believe we have a collective responsibility to care for each other and the planet and we look forward to working beside you to realize our vision of a more equitable world where all people and nature thrive together.

“Today, our world needs healing from racism, colonialism, and other oppressive systems which remain obstacles to advancing environmental justice.”

-EVLYN ANDRADE

In Gratitude,

Evlyn Andrade
EXECUTIVE DIRECTOR



STRATEGIC PLAN

OUR MISSION

EarthCorps cultivates leaders and community partnerships to advance environmental justice.

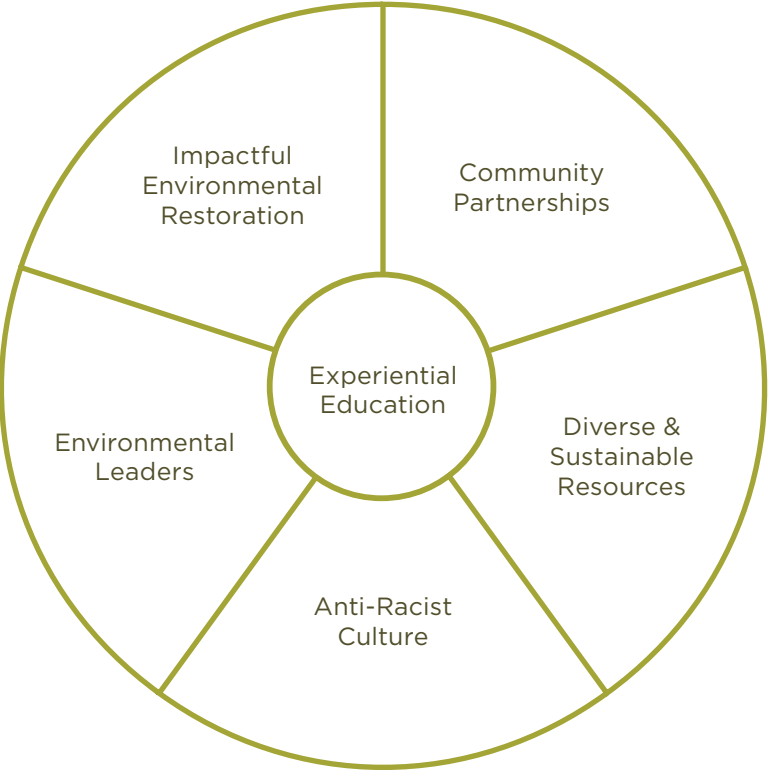
OUR VISION

An equitable world where *all* people and nature thrive together.



STRATEGIC PRIORITY AREAS

Environmental degradation disproportionately impacts low-income communities and communities of color. To realize our mission, EarthCorps has identified five priority areas which are critical to ensuring all people in all communities thrive.



STRATEGIC PLAN

Impactful Environmental Restoration

- Expand the type of work that falls under environmental restoration and increase the number of projects that meet the needs of individual communities and improve their local environments.
- Work with communities to discover needs and actualize projects.
- Build a regional partnership approach to our fieldwork that connects projects, community groups, government, and schools/universities to meet community needs.
- Increase partnerships with and intentionally support BIPOC (Black, Indigenous, People of Color)-led organizations, initiatives, and advocacy that advance environmental justice and positively impact local environments.

Community Partnerships

- Increase multi-year community-led partnerships that are BIPOC-led and BIPOC majority. Listen and learn about community needs.
- Increase community-led projects and services that advance youth development and environmental justice in under-resourced communities.
- Establish pipelines for corps participation and EarthCorps employment from under-represented communities in the Puget Sound region.
- Develop and execute a communications plan that encompasses media relations, community engagement, and calls to action.
- Build a robust community volunteer program.

Diverse & Sustainable Resources

- Increase grant revenue and individual contributions to \$2M within three years.
- Develop a robust corporate sponsorship and engagement program.
- Ensure living wages and competitive benefits for staff and corps members.
- Complete a feasibility study for a capital campaign to secure property that improves EarthCorps functionality, security, accessibility, and community engagement.
- Target larger multi-year contracts.
- Become partner-of-choice to smaller, less resourced cities and municipalities by deepening our partnerships and leveraging private funding.



Anti-Racist Culture

- Establish goals for representation across all levels of the organization (corps, staff, and board) to reflect the dimensions of diversity found within our community (including, but not limited to race, ethnicity, gender, LGBTQIA+ status, and ability).
- Foster a culture of belonging that is evidenced by employee retention and satisfaction.
- Create, measure, and improve upon metrics tied to dismantling systemic racism within EarthCorps operations and on behalf of the communities we support.
- Maintain and increase transparency and inclusion in organizational processes and decisions that involve tradeoffs.
- Provide staff with ongoing anti-racism training and expectations to support workplace diversity, inclusion, and belonging.

Environmental Leaders

- Continue to evolve our curriculum to be steeped in environmental justice, racial equity principles, and indigenous rights, including an international lens to ensure graduating corps members are more able to apply equity-based practices in their work.
- Ensure our programs build critical skills needed for today's environmental movement including cross-cultural fluency, advocacy, community engagement, and hands-on environmental work experience.
- Develop pathways for career success within the environmental field, with a focus on increasing access for young adults of color.
- Invest in alumni programming to support their leadership and strengthen their engagement with EarthCorps.





An equitable world where *all* people and nature thrive together.

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