



GRI Level C reporting template for NGOs

Name of organization:

EarthRights International

Filled in by:

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Information on numbering: All sections in the boxes are taken directly from the original English version of the NGO Sector Supplement and the original reference numbers and page number appear in parenthesis. The NGO Sector Supplement is available for free downloading at www.globalreporting.org

1 Strategy and Analysis

1.1 Statement from the most senior decision-maker of the organization. [GRI NGOSS: p. 25]

Ka Hsaw Wa, the Executive Director, is on sabbatical and unavailable to submit a statement.

2. Organizational Profile

2.1 Name of the organization. [GRI NGOSS: p. 26]

EarthRights International (ERI)

2.2 Primary activities (e.g., advocacy, social marketing, research, service provision, capacity building, humanitarian assistance, etc.). Indicate how these activities relate to the organization's mission and primary strategic goals (e.g., on poverty reduction, environment, human rights, etc.). [GRI NGOSS: p. 26]

Training, advocacy, capacity building, litigation, research, supporting grassroots activism

2.3 Operational structure of the organization, including national offices, sections, branches, field offices, main divisions, operating companies, subsidiaries, and joint ventures. [GRI NGOSS: p. 26]

ERI has offices in Washington DC and Chiang Mai, Thailand. The DC Office is responsible for overall organizational management, while both offices support programmatic work.

2.4 Location of organization's headquarters. [GRI NGOSS: p. 26]

1612 K St., NW, Washington DC 20006 USA

2.5 Number of countries where the organization operates. [GRI NGOSS: p. 26]

Depending on how this is defined, ERI "operates" in approximately 11 countries: It has offices in Thailand and the US, is active in the Mekong River basin countries, is re-establishing a presence in Peru, and has been actively involved in training in, and litigation related to, Nigeria.

2.6 Nature of ownership and legal form. [GRI NGOSS: p. 26]

ERI is a 501 (c)(3), US non-profit non-governmental organization

2.7 Target audience and affected stakeholders. [GRI NGOSS: p. 26]

ERI's clients include victims of earth rights abuses (environmental and human rights abuses), and individuals and communities who seek support in raising their voices on these issues.

2.8 Scale of the reporting organization. [GRI NGOSS: p. 26]

ERI is not a membership organization. The annual budget is currently \$2M (US), with income and expenses roughly within this range as well.

2.9 Significant changes during the reporting period regarding size, structure, or ownership. [GRI NGOSS: p. 26]

There have been no significant changes

2.10 Awards received in the reporting period. [GRI NGOSS: p. 26]

Ka Hsaw Wa, the Executive Director, received the Mag Saysay award during this period.

3. Report Parameters

Report Profile

3.1 Reporting period (e.g., fiscal/calendar year) for information provided. [GRI NGOSS: p. 26]

The fiscal year runs from 1 February through 21 January

3.2 Date of most recent previous report (if any). [GRI NGOSS: p. 26]

This is the first of these reports submitted. ERI annual financial report was completed in June 2011

3.3 Reporting cycle (annual, biennial, etc.). [GRI NGOSS: p. 26]

Annual

3.4 Contact point for questions regarding the report or its contents. [GRI NGOSS: p. 26]

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Report Scope and Boundary

3.5 Process for defining report content. [GRI NGOSS: p. 26]

The Managing Director, in consultation with the US Office Director (and co-founder) have discussed this report.

3.6 Boundary of the report (e.g., countries, divisions, subsidiaries, leased facilities, joint ventures, suppliers). See GRI Boundary Protocol for further guidance. [GRI NGOSS: p. 26]

NA

3.7 State any specific limitations on the scope or boundary of the report. [GRI NGOSS: p. 26]

none known

3.8 Basis for reporting on joint ventures, subsidiaries, leased facilities, outsourced operations, and other entities that can significantly affect comparability from period to period and/or between organizations. [GRI NGOSS: p. 27]

NA

3.10 Explanation of the effect of any re-statements of information provided in earlier reports, and the reasons for such re-statement (e.g., mergers/acquisitions, change of base years/periods, nature of business, measurement methods). [GRI NGOSS: p. 27]

NA

3.11 Significant changes from previous reporting periods in the scope, boundary, or measurement methods applied in the report. [GRI NGOSS: p. 27]

None

GRI Content Index

3.12 Table identifying the location of the Standard Disclosures in the report. [GRI NGOSS: p. 27]

Unclear what is expected here. Will come back to this in revision of, or subsequent, report.

4. Governance, Commitments, and Engagement Governance

4.1 Governance structure of the organization, including committees under the highest governance body responsible for specific tasks, such as setting strategy or organizational oversight. [GRI NGOSS: p. 27]

ERI has a Board of Directors currently consisting of 10 members. The Board is responsible for general oversight of the organization (financial and legal) and evaluation of the Executive Director. Standing Legal, Financial and Governance Committees have been established. Ad hoc Board committees are established on an as needed basis.

4.2 Indicate whether the Chair of the highest governance body is also an executive officer (and, if so, their function within the organization's management and the reasons for this arrangement). Describe the division of responsibility between the highest governance body and the management and/or executives. [GRI NGOSS: p. 27]

The Board is responsible for general oversight, as indicated above. The day-to-day work of the organization is the responsibility of the Executive Director, the Asia Office Director, the US Office Director and the Managing Director. These 4 Directors form the Management Team. The Executive Director as well as members of the Management team report to the Board.

4.3 For organizations that have a unitary board structure, state the number of members of the and/or non-executive members highest governance body that are independent and/or non-executive members. [GRI NGOSS: p. 27]

There are 10 Board members

4.4 Mechanisms for internal stakeholders (e.g., members), shareholders and employees to provide recommendations or direction to the highest governance body. [GRI NGOSS: p. 27]

The Board meetings are open to staff members, except when it is in Executive Session. There are monthly staff meetings, and periodic evaluations that cover both employee as well as organizational performance.

Stakeholder Engagement

4.14 List of stakeholder groups engaged by the organization. [GRI NGOSS: p. 29]

ERI works with many individuals and groups. These include our EarthRights School students (who represent a wide variety of community groups), our alumni and their organizations, victims of earth rights abuses (those we represent in litigation and others), other organizations doing similar work (both those we work with in formal coalitions, as well as those we work with on an ad hoc basis), industry and governmental representatives and others.

4.15 Basis for identification and selection of stakeholders with whom to engage. [GRI NGOSS: p. 29]

EarthRights International attempts to identify and support those individuals, communities and groups who most need support (either because they are disenfranchised, are victims of abuses for which they have no direct means for recourse, or for other reasons such as the intensity of the abuses they are suffering or the urgency for the need for action). ERI tries to become involved where it can have the greatest impact - for example, pursuing litigation that is likely to have positive repercussions beyond the immediate case, training/educating activists who will be able to go out in to their communities to raise even more voices, pushing for legislative or other measures which would prohibit the most harmful activities and encourage sustaining ones, engaging with private sector actors where it seems this could lead to changes in behaviour with net positive impacts, etc.

Data on Performance

Data on Performance. Please check the Indicator Protocols before completing this box.

Indicator 1:

The major area where this is relevant is with respect to our training activities (the EarthRights Schools and the trainings of judges, lawyers and activists). All the participants in these trainings are asked to give feedback on training they receive, and provide suggestions for how to improve these trainings. In those situations where there are repeated training for the same group, they are involved with identifying to focus of those continuing trainings.

Indicator 2:

There are not really any policies involved with the work of ERI, other than internal policies such as those related to personnel or accounting procedures. These provide means for addressing violations (for example, how employees are to seek solutions to personnel problems they feel they are experiencing).

Indicator 3:

There are no formal means established to monitor and evaluate the work of ERI other than the obvious results (number of students trained, alumni supported, lawyers trained, results of litigation, etc.) With respect to advocacy efforts, it is difficult to measure exactly what impact our work has on legislative results or corporate behaviour, although we do monitor these. This is an area where we are seeking external support to be able to develop better systems for evaluating our success and effectiveness.

Indicator 4:

ERI is an 'equal opportunity employer', and actively seeks to have gender and race balance in our offices. With respect to the EarthRights Schools, the student recruitment also seeks to have gender balance, and to have equal representation of ethnic groups and nationals.

Indicator 5:

No formal process has been established to formulate, communicate, implement and change advocacy positions and public awareness campaigns, although the Campaigns team is in daily communication, also between the offices, and developments in the "outside world" are monitored continually, forming the basis for campaign adjustments.

Indicator 6:

ERI works with many other organizations, in formal as well as informal coalitions. It is part of our work to monitor what others are doing, in order to ensure that we work where we will provide value added, and not duplicate efforts. ERI works in the area where abuses of human rights and the environment coincide, and therefore we are already focusing on an area where it is relatively easy to monitor the work being done in order to ensure we only complement and supplement other such work (or encourage others to do the same, with respect to our work).

Indicator 7:

ERI resources are allocated according to programmatic needs as well as funder requirements.

Indicator 8:

ERI gets the bulk of its funding from foundations. The largest are Wellspring (\$200K), Wallace Global (\$100K), ICCO (\$100K), and several anonymous family foundations. The rest of the income is from private donations. ERI does not take direct governmental support nor funds from corporations.

Indicator 9:

ERI tries, wherever possible, to hire local staff. The Executive Director and Asia Office Director, are both ethnic Karen persons (a community ERI supports, or has supported, in all its program areas). In the Asia Office the other senior level management consists of the Regional Campaign Coordinator (Karen), the Burma School coordinator (Shan), the Mekong School Coordinator, who, while having US nationality has lived in that region for more than a decade, and the Asia Legal Program Director, who is Australian, but has many years experience working in the region. One of the challenges is to find local persons with the requisite level of experience and language skills needed for some of the higher level positions.

Indicator 10:

This is something that would be extremely difficult to calculate. ERI makes a concerted effort to be as 'green' as possible. The most significant environmental impact of our work would be related to staff and student travel.

Indicator 11:

As per the answer above, it would be extremely difficult to quantify this. ERI has seriously considered buying carbon offsets for its travel, but the cost of this, plus the lack of certainty that there actually would be effective offsets, are the main reasons this has not been adopted.

Indicator 12:

There are 22 employees in the Asia Office - these include campaign staff (4), school staff and related support staff (12), legal staff (1), administrative, communication, and other general support staff (5). In the US Office there are 11 staff members - three at senior management level, 3 legal staff members, 1 campaign staff member, 2 development (fund-raising) staff members, a communications coordinator, and an administrative assistant.

Indicator 13:

There are no formal training programs in place. Staff are trained on an as-needed basis.

Indicator 14:

All employees receive annual performance reviews.

Indicator 15:

The ERI Board consists of 4 women and 6 men. Two additional women members will join by the end of 2011. Six of these Board members are American, coming from various locations within the US. Three Board members are Asian. One is European. ERI is making an active effort to bring greater diversity to the Board. The Management Team consists of two Asians and two Americans. It is half women and half men. The Asian staff is majority Asian. The US staff is all American. In both offices there is roughly an equal number of both genders represented.

Indicator 16:

This is a very hard indicator to measure. We do know that virtually all the graduates of our EarthRights Schools are actively involved with community groups upon their graduation. We also keep track of the advocacy and other work that is undertaken by our students and alumni, and so are able to assess the on-the-ground impacts of our training/schools. In the area of litigation, we are able to see, clearly, the impact of this work when there is a decisive judgment or settlement, but it is hard to quantify the impact on individuals and communities, for example, to "have their day in court". Similarly, it is difficult to really assess the impact of our campaign and advocacy work, even if only because we work in collaboration with so many other groups and individuals that it is hard to say what impact our part of that work has been. We can, of course, quantify things like the number of hearings attended, reports produced and distributed, etc.

Indicator 17:


ERI has no formal anti-corruption procedures, although the prohibition of achieving personal gain from its activities is part of its policies.

Indicator 18:

None

GRI Self-Assessment Application Level

Report Application Level		C	C+	B	B+	A	A+
Standard Disclosures	G3 Profile Disclosures OUTPUT	Report on: 1.1 2.1 - 2.10 3.1 - 3.8, 3.10 - 3.12 4.1 - 4.4, 4.14 - 4.15	Report Externally Assured	Report on all criteria listed for Level C plus: 1.2 3.9, 3.13 4.5 - 4.13, 4.16 - 4.17	Report Externally Assured	Same as requirement for Level B	Report Externally Assured
	G3 Management Approach Disclosures OUTPUT	Not Required		Management Approach Disclosures for each Indicator Category		Management Approach Disclosures for each Indicator Category	
	G3 Performance Indicators & Sector Supplement Performance Indicators OUTPUT	Report on a minimum of 10 Performance Indicators, including at least one from each of: Economic, Social and Environmental.		Report on a minimum of 20 Performance Indicators, at least one from each of Economic, Environmental, Human rights, Labor, Society, Product Reponsibility.		Report on each core G3 and Sector Supplement* Indicator with due regard to the Materiality Principle by either: a) reporting on the Indicator or b) explaining the reason for its omission.	
						*Sector supplement in final version	
						GRI Application Level C	



I hereby declare that to the best of my understanding this report fulfills the requirements for a GRI G3 Application Level C.

Name: Marie Soveroski
Position: Managing Director
Date: 16 August 2011

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