



In 2022, we asked women environmental leaders of color through the Catalyst Award about their dreams and what resources they needed to fulfill those dreams. Here are some of their responses.

It is not uncommon for community leaders in any field to become burned out or ill because they are running themselves into the ground... I would create paid positions for neighbors, training modules for community, and environmental justice camps for youth.

—EBONI COCHRAN, CO-DIRECTOR OF REACT
(RUBBERTOWN EMERGENCY ACTION)

Organizing is most often unpaid, with folks adding on to their existing responsibilities. My big dream is to establish a community organizing hub that supports the maintenance of mutual aid networks for childcare, meal preparation, funds for rest and time off, and whatever else is needed so that our organizers and activists are holistically supported and cared for.

—CIARA WILLIAMS, CO-EXECUTIVE
DIRECTOR, THE POST LANDFILL
ACTION NETWORK (PLAN)

I dream of a space where young people can move from surviving to thriving and making real structural changes in the way this country works; a dream piece of land, where youth can truly retreat, subsist on the food that they grow, and take a break from living in unjust, harsh, exploitative communities.

—KELLY CARLISLE, FOUNDER AND
EXECUTIVE DIRECTOR OF ACTA NON VERBA:
YOUTH URBAN FARM PROJECT

I believe that changing the rules is foundational to efforts to dismantle institutional racism and disproportionate harm. Time is vital; extreme climate disasters hit our area with growing frequency; and the danger of chemical disasters from oil, gas, and petrochemical facilities multiplies.

—YVETTE ARELLANO, FOUNDER AND
DIRECTOR, FENCELINE WATCH

RACHEL'S NETWORK 2022 ANNUAL REPORT

In October, Rachel's Network hosted one of our most popular webinars of the year about working conditions in the environmental movement. The Just Culture report, commissioned by the Franciscan Sisters of Mary, showed that many frontline environmental groups have deeply motivated leaders and staff who are often working without compensation or health benefits. Some leaders are self-funding their organizations with other jobs or personal assets. In short, we are in danger of burning out our best leaders at this critical time when the climate, biodiversity, and toxics crises are intensifying.

The report findings were familiar to us since they echo the experiences of so many of the women who apply to the Catalyst Award. Behind the many successes they've achieved—whether it's launching an impactful community organization, running for office, or helping draft environmental policies—these leaders must juggle crucial community and family needs with limited resources against a backdrop of disinvestment and discrimination.

Rachel's Network believes that philanthropy should support not just organizations, but the well-being of leaders who run those organizations. That's the philosophy behind the

Catalyst Award, which we launched in 2019. Since then, we've recognized 85 women leaders of color committed to protecting the health of our environment and communities. We've also grown the award from a one-time grant to a three-year engagement (turn to page 9 to see our 2022 awardees and finalists).

Our funder members support this work not just through the award, but also their individual funding—they are engaged in supporting grassroots organizations led by women across many issues from toxics and regenerative agriculture to conservation and climate change. Rachel's Network provides the space for members to learn and grow into deeper and more impactful philanthropy. In 2022 we hosted 15 events (both online and in-person) to facilitate and support women's leadership in the environmental movement.

We are supporting our leaders internally as well. From two-week sabbaticals and half day Fridays for our staff, to paying Indigenous land taxes and stipends for our event speakers, we are continually striving to live up to our mission of supporting women environmentalists.



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President

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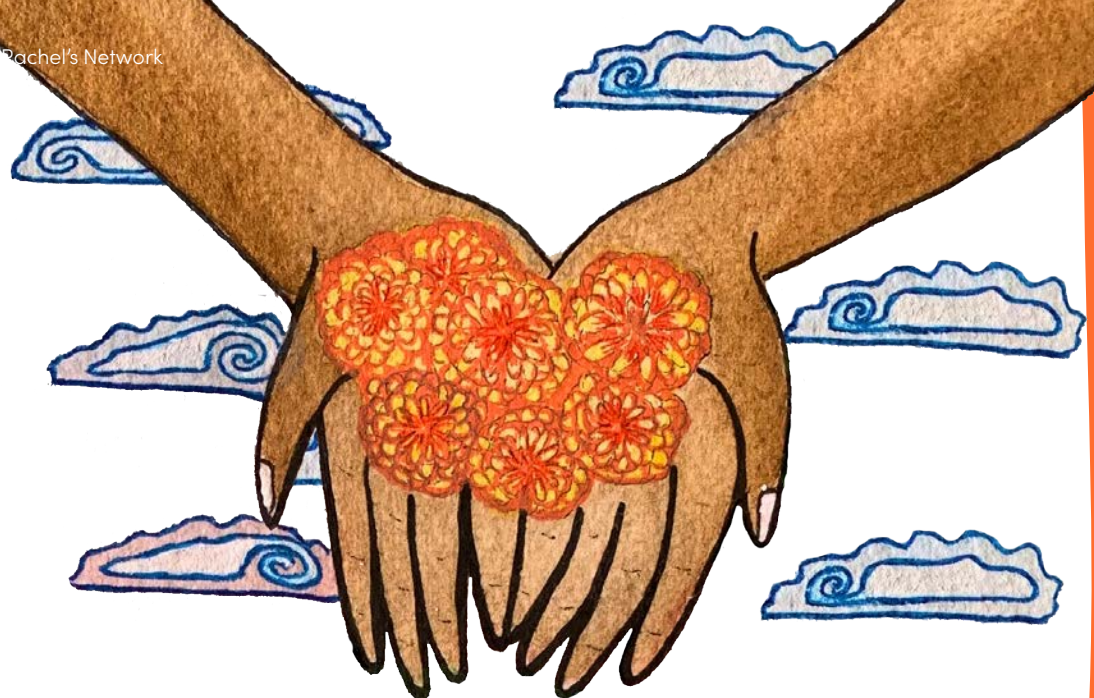


In March, we held our spring meeting in Washington, DC. The highlight of the event was a Catalyst Award celebration dinner. For the first time in years, we felt the physical warmth of a community of women supporting one another and reminding us of what we're working for. Our spring meeting was one of 15 community-building and learning events we held throughout the year in 2022, from virtual book clubs and discussion groups to a fall retreat in upstate New York.



In November, we moved into a new office after years of working remotely. The space, located at the World Wildlife Fund headquarters, reflects our organization in so many ways, from the sustainable building features and women vendors we hired, to the colors and art from our logo that we incorporated into the office design.





WHO WE ARE

Named in honor of Rachel Carson, we are a community of women funders committed to a safer, healthier, and more just world for all.

Our members serve on the boards of environmental organizations, and fund solutions in a variety of areas, ranging from sustainable agriculture and health, to conservation and climate change.

For information about joining Rachel's Network, visit rachelsnetwork.org or email casey@rachelsnetwork.org.

RACHEL'S NETWORK...

- Introduces members to lifelong friends and colleagues who share a commitment to sustainable change, women's leadership, and environmental justice
- Helps members become stronger funders and advocates through exposure to a wealth of curated information and connections to grassroots leaders
- Meets in person and virtually for conferences, excursions, webinars, and other events that bring together forward-thinking funders and experts in environmental issues and philanthropy
- Helps connect nonprofits with women interested in board service

CATALYST AWARD

The Rachel's Network Catalyst Award offers multi-year funding to women environmental leaders of color through monetary prizes, organizational grants, virtual and in-person networking, and more. Most of this support comes from our generous members, who are committed to a safer, healthier, and more just world for all.

Since 2019, the Catalyst Award has:

- Granted over \$1 million dollars to 85 women environmental leaders of color and their organizations
- Built a mutually supportive community of awardees, reviewers, advisors, members, and staff
- Provided leadership support to women of color environmental leaders and their organizations

2022 CATALYST AWARDEES



Cherri Foytlin

Movement Training Network
Tierra Amarilla, NM

Cherri is an Afro-Indigenous social, climate, and environmental justice organizer, author, and speaker. As a founder of L'eau Est La Vie (Water is Life), she helped lead a direct action campaign to stop the Bayou Bridge Pipeline in South Louisiana.



Colette Pichon Battle

Taproot Earth
Bayou Liberty, LA

As founder of Taproot Earth (formerly Gulf Coast Center for Law & Policy), Colette led programs on equitable disaster recovery, global migration, community economic development, and energy democracy for more than 17 years in the Gulf South.



Fatuma Emmad

FrontLine Farming
Denver, CO

Fatuma is co-founder, executive director and head farmer of FrontLine Farming, an advocacy group focused on food growing, education, sovereignty, and justice and supporting women and people of color in our food systems.



Zulene Mayfield

Chester Residents Concerned
for Quality Living, Chester, PA

Zulene co-founded Chester Residents Concerned for Quality Living (CRCQL, pronounced circle) in 1992 to fight the many toxic waste processing and burning facilities in Chester, PA.



Ciara Williams

PLAN: The Post-Landfill
Action Network, Chester, PA

Ciara is a researcher, facilitator, and organizer from Chester, PA—a frontline community with a rich history of environmental justice organizing. She is the co-executive director of PLAN: The Post-Landfill Action Network which promotes zero waste efforts on college campuses.

2022 CATALYST FINALISTS



Eboni Cochran

REACT
Louisville, KY

Eboni is co-director of REACT (Rubbertown Emergency ACTION), a grassroots organization of residents living near a cluster of chemical facilities commonly referred to as Rubbertown. REACT works for strong laws to stop toxic air pollution from chemical plants.



La'Meshia Whittington

Whittington & Staley Consulting Group
Holly Springs, NC

La'Meshia is a professor, consultant, speaker, and activist specializing in energy policy, environmental justice, democracy, organizational development, and DEI. She successfully filed and won a petition to the EPA challenging major contaminants in her home state of North Carolina.



Elizabeth Yeampierre

UPROSE
Brooklyn, NY

Elizabeth is a Puerto Rican attorney and environmental and climate justice leader of African and Indigenous ancestry born and raised in New York City. She is co-chair of the Climate Justice Alliance and executive director of UPROSE, Brooklyn's oldest Latino community-based organization.



Yvette Arellano

Fenceline Watch
Houston, TX

Yvette is a Mexican-American Gulf Coast organizer and founder & executive director of Fenceline Watch which is working for communities living along the fenceline of industry.



Kelly Carlisle

Acta Non Verba
Oakland, CA

Kelly is a Navy veteran and the founder and executive director of Acta Non Verba: Youth Urban Farm Project. The organization provides safe and creative outdoor spaces for children, youth, and families in East Oakland, CA, a community suffering from poverty, violence, and institutionalized marginalization.

"Thanks to Rachel's Network, I have learned to give larger, unrestricted grants, support the whole /organization mission (as opposed to one project) and seek out women of color-led organizations"

— MEMBER ELENA MARSZALEK

OUR IMPACT: 2022 GRANTEE-PARTNERS

Since 2000, our network has collectively granted over \$2.5 million to organizations that grow healthy communities and promote women's leadership. We also provide selective place-based grants to organizations located where our events are held. In 2022, we provided grants totaling \$176,912 to the following organizations*:

Alaska Community Action on Toxics
Backyard Basecamp
Black Farmer Fund
Cedarville Band of Piscataway Indians
Chester Residents Concerned for Quality Living
Climate Critical Earth
Coming Clean Inc.
ECO Diversity Media LLC
Emerge Puerto Rico
Environmental Defense Center
Environmental Health Sciences (Agents of Change)
FrontLine Farming
Georgia Conservation Voters
Giniw Collective/Unkitawa

Instituto para la Agroecologia
Local Clean Energy Alliance
Movement Training Network
National Young Farmers Coalition
Native American Rights Fund
NEFOC Land Trust
People Power Solar Cooperative
PLAN - The Post Landfill Action Network
Sogorea Te' Land Trust
Soul Fire Farm Land Stewardship Collective
Southern Illinois University, Edwardsville
Taproot Earth
UCSF Foundation
Urban Tilth
West Atlanta Watershed Alliance

*Total doesn't include individual member giving



Credit: People Power Solar Cooperative

2022 GRANTEE-PARTNER HIGHLIGHTS:

SUPPORTING ENERGY DEMOCRACY

People Power Solar Cooperative, led by Catalyst Award Finalist Crystal Huang, organizes to resist further consolidation and enclosure of energy resources by for-profit fossil fuel companies, utilities, financiers, and developers that have been extracting wealth and health from our communities for centuries. The Local Clean Energy Alliance, led by Catalyst Awardee Jessica Guadalupe Tovar, promotes a clean energy future through the development and democratization of local renewable energy resources.

Visit rachelsnetwork.org/impact to learn more about these organizations.

AGENTS OF CHANGE

Agents of Change, the brainchild of Catalyst Award Finalist Ami Zota, is empowering emerging leaders from historically excluded backgrounds in science and academia to reimagine solutions for a just and healthy planet. Housed at the Mailman School of Public Health at Columbia University, the organization's fellowship program honors leaders in environmental health and amplifies their achievements.



Credit: Agents of Change

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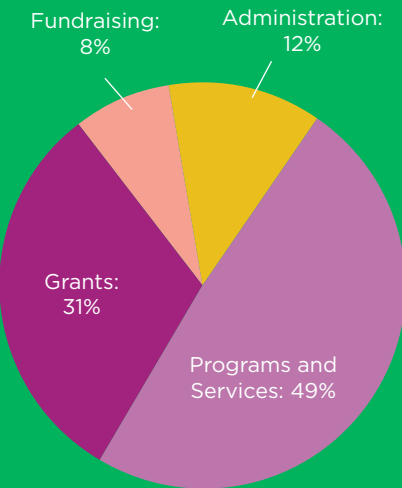
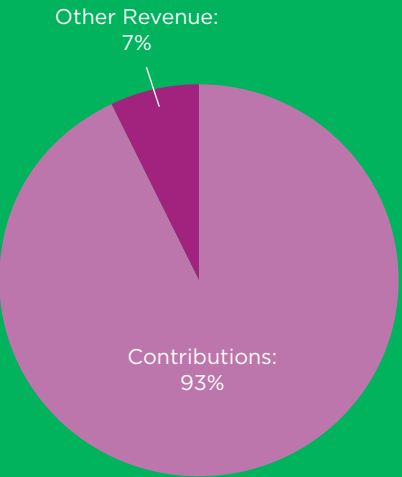
LEADERSHIP

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Ariana Carella, Network Engagement
 Director
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Casey Hansen, Membership and
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Hannan Sheikh, Membership and
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2022 FINANCIALS



Contributions	1,637,495
Investment Income/Loss	(265,056)
Other Revenue (event fees, etc.)	120,139

Total Income 1,492,578

Programs and Services	829,641
Grants	518,155
Fundraising	141,933
Administration	196,553

Total Expense 1,686,282

Change in Net Assets (193,704)



ABOUT THE ANNUAL REPORT DESIGNERS

Graphic Designer **MONIQUE RENÉE MEYER** is principal at the design firm Studio South + Shore with locations in Dallas/Fort Worth, Tampa, and San Diego. She is also the founder of the School of Graphic Design where she teaches beginner to advanced courses that empower people to “create their own wow.” Find her at southandshore.design.



Illustrator **SOPHIE SARKAR** is a Bengali, English, and Japanese American artist with roots in the grasslands of the Palouse and the lowlands of New Jersey. She makes paintings, hanging mobiles, community workshops, playground billboards, hand-bound books, urban climate plans, and more. Find her at sophiesarkar.com.



Of this cover illustration, Sophie says: “Marigolds are a culturally significant flower in many different regions of the world that often represent the sun, brightness, light, and power. In my Bengali culture we use marigolds as garlands to honor our ancestors. In Mexico, Marigolds are often used to guide the ancestors home to their families for Dia De Los Muertos. This illustration was inspired by women across identities and generations who build power together, and with our ancestors, to preserve and protect one another and the Earth. From remembering our ancestral farming techniques, to advocating for our rivers and fish to flow freely, to participating in climate actions, and reminding one another to look at the moon.”



Rachel's Network

We have a new address!

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OUR MISSION

Rachel's Network is a community of women at the intersection of environmental advocacy, philanthropy, and leadership. Our mission is to promote women as impassioned leaders and agents of change dedicated to the stewardship of the earth.

OUR VISION

Catalyzing our collective power, Rachel's Network influences social, political, and economic systems to advance a healthy, thriving world.