

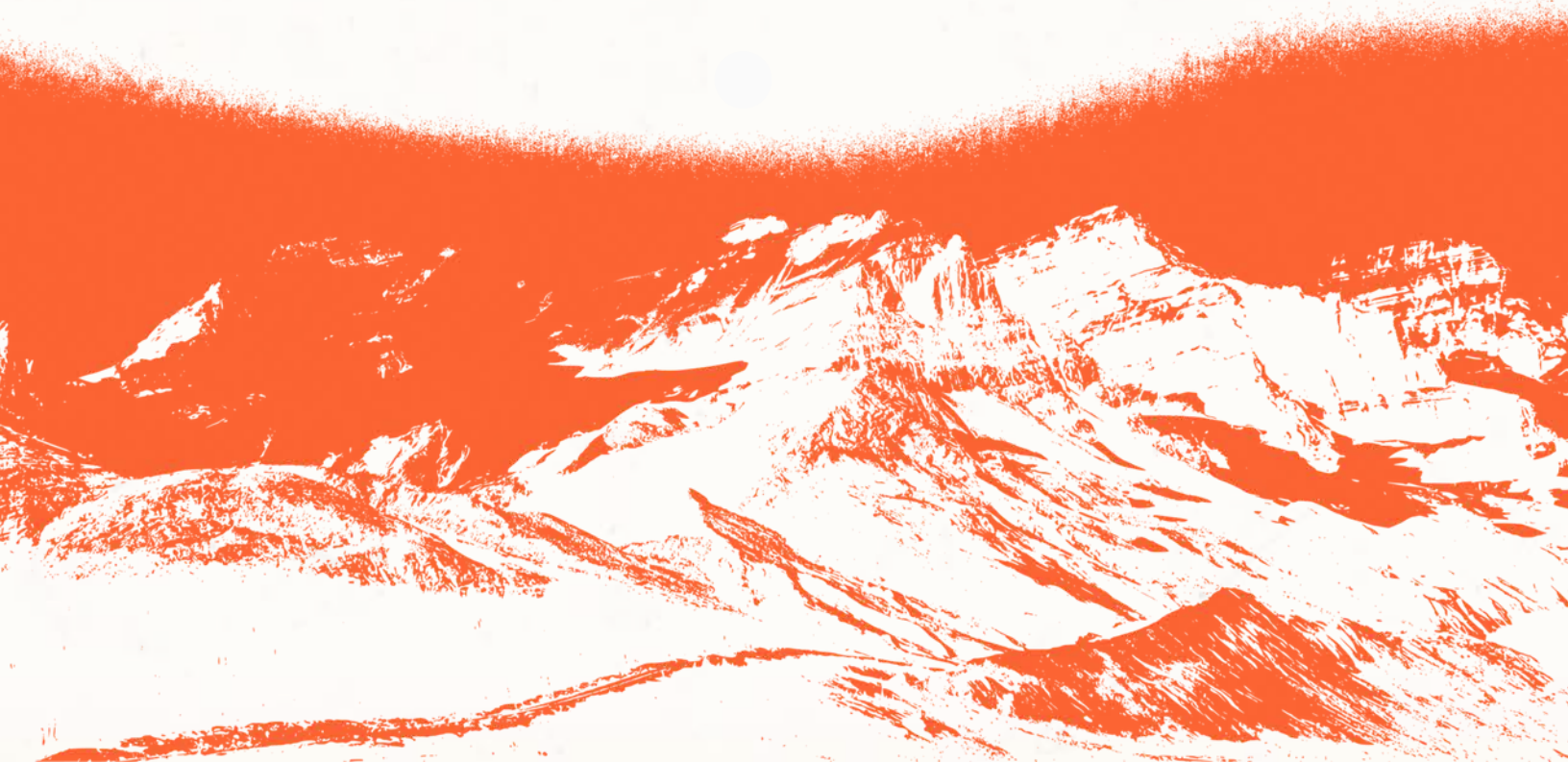


 **intersectional  
environmentalist**

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 **Impact Report 2022**

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# Introduction to IE

## IE's Origins

**"The earth and its ecosystems thrive on diversity and so does climate action."**

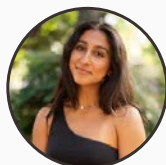
LEAH THOMAS, FOUNDER OF IE

Our work is rooted in intersectional environmentalism, an inclusive approach to environmentalism that advocates for the protection of both people + the planet. Through this framework, we believe social + environmental justice are intertwined and environmental advocacy that disregards this connection is harmful and incomplete. IE focuses on achieving climate justice, amplifying historically excluded voices + approaching environmental education, policy, and activism with equity, inclusion and restorative justice in mind.

Intersectional environmentalism incorporates intersectional theory, created by Kimberlé Crenshaw, and is inspired by The 17 principles of environmental justice. The term 'Intersectional environmentalism' was coined by our founder Leah Thomas in 2020 with the intersectional environmentalist pledge that reached over 1 million people. This pledge led to the creation of Intersectional Environmentalist as an organization.



Leah Thomas  
FOUNDER +  
VALUES OFFICER



Diandra Marizet  
CO-FOUNDER +  
EXECUTIVE DIRECTOR



Kiana Kazemi  
CO-DIRECTOR



Eileen Tran  
CREATIVE DIRECTOR



Sabs Katz  
CO-FOUNDER +  
PARTNERSHIPS LEAD



Jarre Hamilton  
RESEARCH LEAD



# Director's Foreword

## Our Commitment

As a new 501c3, IE is committed to developing and improving transparency and reciprocity with our community and partners in an effort to co-create meaningful impact for people + planet. Our commitment to shifting the narrative of environmental storytelling to center diversity and joy will continue to be rooted in the values of the environmental justice movement and our community.

In 2022, we expanded our impact beyond the millions we've reached of social media into meaningful connection via in-person events to ensure our impact includes both accessible resources and inclusive educational experiences for our community. After years of online resource development and advocacy, building physical spaces to be in community has revitalized our team and played a critical role in shaping our foundation as a non-profit organization.

In 2023, we are preparing to expand our programmatic offerings and organizational capacity: introducing diversified educational experiences for our community, investing in leadership support, and growing our board of directors.

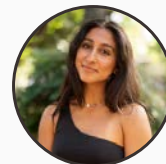
Feedback and support from our partners + community have played an integral role in developing the foundation of our programmatic offerings, and we are excited to continue pursuing the impact our organization is committed to in support of the climate justice movement.

The future is intersectional.

In Solidarity,  
Leah, Diandra + Kiana



Leah Thomas  
FOUNDER +  
VALUES OFFICER



Diandra Marizet  
CO-FOUNDER +  
EXECUTIVE DIRECTOR



Kiana Kazemi  
CO-DIRECTOR +  
PROGRAMS DIRECTOR



## IE's Mission

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Intersectional Environmentalist (IE) is a Black-founded and WOC-led environmental justice education and awareness organization founded in 2020, that has become a leading resource for content and programs that explore environment, culture and identity.

To increase awareness and education about intersectional environmentalism and drive support towards grassroots environmental justice efforts. We create educational media and programs that are accessible and reaching diverse audiences, while considering cultural competency at the front and center. We also create networks of BIPOC, LGBTQ+ and disability led environmental organizations with our projects to collaborate together and coalition build.



Photo Credit: Leah Thomas



## IE's Theory of Change

---

Environmental justice education is absent from many environmental science and STEM curriculums in the U.S. from primary education to universities and beyond; which we believe is a large factor in the lack of funding for grassroots environmental justice and for more action and support. We want to shift environmental education, movements and policy to center environmental justice and the importance of equity in these spaces, to ensure a better and safer future for all people, especially those most impacted by the climate crisis.

With a growing community of over 500k+, and resources and events that reach millions of people around the globe each year, IE's core programming includes:

- hosting community-driven climate justice concerts
- giving away free books written by authors of color
- producing hundreds of educational resources at the intersections of climate and culture, including student-created documentaries, zines, toolkits, and more.

In the last two years since our founding, we've become a leading resource for diverse environmental education.



Photos by Zayira Ray; Earth Sessions Brooklyn April 2022



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# The Agenda

A publication by Intersectional Environmentalist

READ ABOUT  
HAZEL M. JOHNSON  
pg 37



"MOTHER OF ENVIRONMENTAL JUSTICE"



LOOK THROUGH ARTWORK BY MOJA  
pg 79



Q&A with LINDA BLACK ELK  
FOOD SOVEREIGNTY  
INDIGENOUS ETHNOBOTANY  
pg 45

READ + TAKE THE IE PLEDGE!  
pg 11

SUSTAINABLE BADDIE

SUSTAINABLE BADDIE

LEAH

Leah Thomas

"WHY EVERY ENVIRONMENTALIST SHOULD BE ANTI-RACIST"  
pg 23

POETRY on REST  
pg 51

An Interview with Jazmine Rogers @thatcurlytop



pg 62 HEALTH INEQUITY + ENVIRONMENTAL JUSTICE ARTICLE

WRITTEN BY Anushka Bhaskar

READ HER Q+A! (pg 29)

READ HER Q+A! (pg 29)

WRITTEN BY Anushka Bhaskar

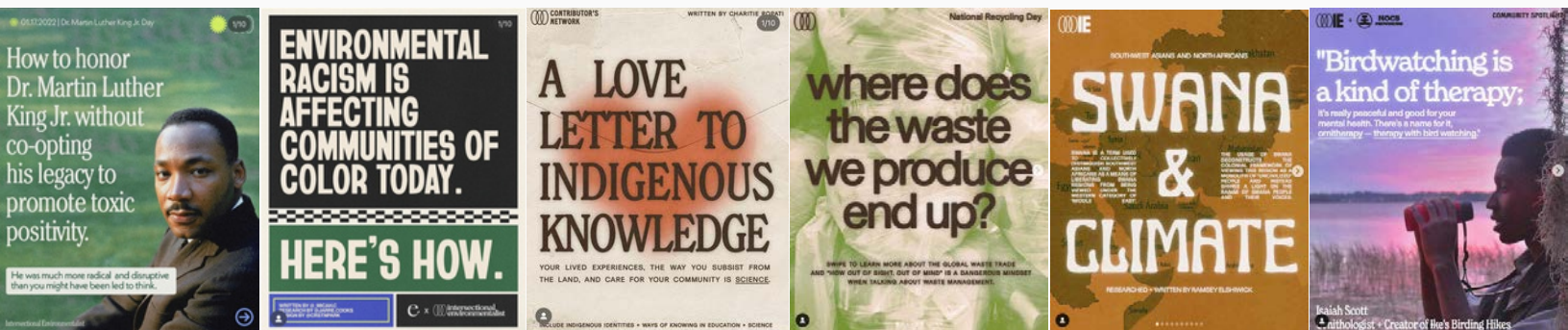


# Social Media

## ☀ IE Offerings + Impact

IE's origins begin with an Instagram post that called for the mainstream environmental movement to acknowledge the intersection of social justice with environmentalism. With that post setting the groundwork, IE became a platform that paved a new landscape for environmental education, reshaping curriculums, and environmental language and creating access to online resources that can be accessed by millions. In 2022, our team grew our digital media audience to over 500,000 people, regularly publishing in-house researched resources at the intersections of identity, social justice, and environmentalism.

Through Instagram, TikTok, YouTube, and Twitter - we have been able to highlight diverse climate leaders and grassroots organizing, share underrepresented POC environmental history, joyful climate solutions, breaking environmental justice stories, legislation and grant opportunities, thought-provoking contributor submitted research, and more. Our online presence is an ode to the ancestral practice of educating through art and storytelling, and we're grateful to exist amongst a vibrant community with many stories to tell.



Featured IE Social Posts from 2022

# Social Media

## ☀️ IE Offerings + Impact

**23M+**

Impressions on Social Media

**482+**

Mission-Aligned Social Media Posts

**510k+**

Shares on Instagram

**15%**

Community Growth

**500k+**

Viewers, Listeners + Supporters

**75+**

Editorial + research contributors

## Topics Explored on Social Media

Joy in Environmental News

International & National Solidarity

Environmental Racism & Justice

Spotlights of Environmental Activists

The Power of Art & Design Storytelling



Earth Sessions 2022: Los Angeles November, New York April, Los Angeles July

# Social Impact Story

☀️ IE Offerings + Impact

## 41

Total Social Media Community Collaborations

### Featured Collaborators



### Featured Instagram Comments

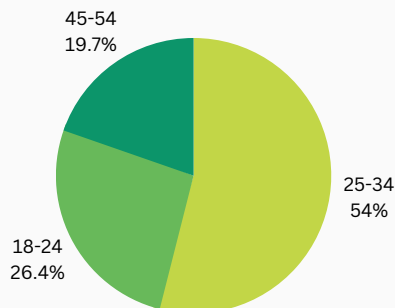
"IE is an inspiration to me and the example I keep in mind while building a consumer awareness campaign around how supporting responsible artisanal gold mining can be a tool for supporting social, environmental, and racial justice. Thank you for all you do!"

"You all have done such phenomenal work to help me give digestible snippets of info to family, friends, & community members, -- a HUGE piece of the "change" puzzle. Your work & this account has transformed my knowledge about the world & my place within it."

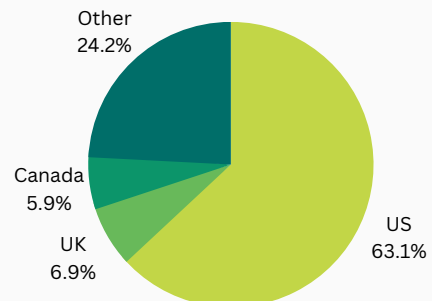
"Thank you so much for your work! The Joy Report came across my feed just at the moment I needed it..."

"IE has changed West side communities in so many ways. The wisdom and kindness you share deserve nothing short of that."

### Age



### Countries







Earth Sessions 2022: New York, April. Photo by Zayira Ray



# Event Activations

## ☀ IE Offerings + Impact

IE's programs are dedicated to centering on the ground, community-oriented environmentalism that focuses on environmental justice education. Throughout the pandemic, we did this virtually, in 2022, our focus was on elevating our educational programs to in-person events that merged together community-building with education. Our event activations in 2022 spanned film screenings, a book tour across the country, educational pop-ups on college campuses, clothing swaps, and more. 2022 was also the year we launched our climate education concert series, Earth Sessions.

Earth Sessions was born out of the desire to build physical spaces to continue celebrating the use of art in movements of change. By tapping into the power of art to bring people together, we created opportunities for our community to connect offline in safe and joyful spaces. Through this series, we were able to work with QT/BIPOC musicians, photographers, filmmakers, designers, and more to support the revival of revolutionary gathering.



Earth Sessions 2022 Los Angeles November, Photo by Quinn Blackburn

# Event Activations

☀️ IE Offerings + Impact

**1.6M+**

Events + Activations  
Social Media Impressions

**70+**

Virtual + in-person events

**9k+**

Shares + Saves on social media

**550+**

Total Books Given Away

**50,000+**

Total Live Event Views

**3000+**

Attendees in 2022

**" By tapping into the power of art to bring people together, we hope to create opportunities to connect offline in safe and joyful spaces.**

KIANA KAZEMI, PROGRAMMING DIRECTOR OF IE

## Featured Collaborators



Earth Sessions 2022 Los Angeles November, Bay Area October, Berkeley August



# Event Activations

## ☀️ Featured Performers + Media Artists

**"Community above everything else. My musical spaces, are definitely open to all + it's really amazing going to the concerts and seeing how incredibly the diverse the audiences, but they're all brought together by this kind of sweetness they all have."**

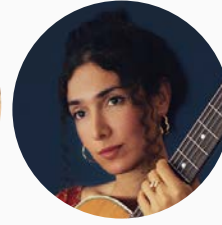
RAVEENA AURORA, PERFORMER AT EARTH SESSIONS BAY AREA 2022



AMARIA



MAX ALLDREAD



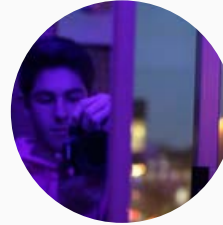
BEDOUINE



VIC BARRETT



AMIRA BELHEDI



QUINN BLACKBURN



MAIYA BLANEY



CHARLIE BURG



CALVIN CHAN



CAROLINE DIAZ



SIMRAH FARRUKH



BARRY JOHNSON



SAM HUNTER



AMAYA LIM



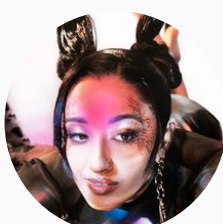
MEKHI MARCELINO



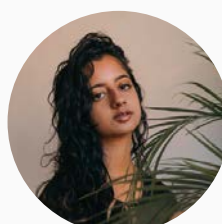
XIUHTEZCATL MARTINEZ



HAJNAL PIVNICK



RAVEENA



ZAYIRA RAY

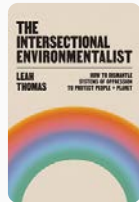


TIFFANY WEISS

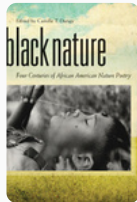
# IE Reading List

## ☀ Books Given Away in 2022

In 2022, IE established our Free Book Giveaway Program. The program's goal is to buy books written by BIPOC, LGBTQ+, disabled and people of the global majority. We purchase these books from independent bookstores owned by those same communities and distribute them to the next generation of intersectional environmentalists in these community spaces. In 2023, we aim to giveaway thousands more books to our community at various pop-up events across the country.



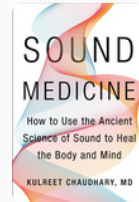
The Intersectional Environmentalist: How to Dismantle Systems of Oppression to Protect People + Planet  
LEAH THOMAS



Black Nature: Four Centuries of African American Nature Poetry  
CAMILLE T. DUNGY



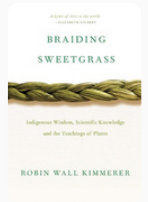
On Earth We're Briefly Gorgeous  
OCEAN VUONG



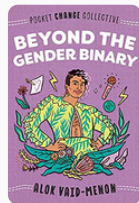
Sound Medicine: How to Use the Ancient Science of Sound to Heal the Body and Mind  
KULREET CHAUDHARY, MD



Be Not Afraid of Love: Lessons on Fear, Intimacy, and Connection  
MIMI ZHU



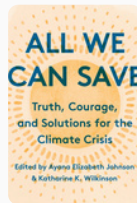
Braiding Sweetgrass: Indigenous Wisdom, Scientific Knowledge, and the Teachings of Plants  
ROBIN WALL KIMMERER



Beyond the Gender Binary  
ALOK VAID-MENON



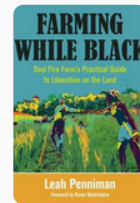
Undrowned: Black Feminist Lessons from Marine Mammals  
ALEXIS PAULINE GUMBS



All We Can Save: Truth, Courage, and Solutions for the Climate Crisis  
AYANA ELIZABETH JOHNSON & KATHARINE K. WILKINSON



Consumed: The Need for Collective Change: Colonialism, Climate Change, and Consumerism  
AJA BARBER



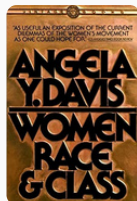
Farming While Black: Soul Fire Farm's Practical Guide to Liberation on the Land  
LEAH PENNIMAN



Emergent Strategy: Shaping Change, Changing Worlds  
ADRIENNE MAREE BROWN



Assuming the Ecosexual Position: The Earth as Lover  
ANNIE SPRINKLE + BETH STEPHENS



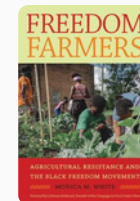
Women, Race, and Class  
ANGELA Y. DAVIS



A Terrible Thing to Waste: Environmental Racism and Its Assault on the American Mind  
HARRIET A. WASHINGTON



Fresh Banana Leaves: Healing Indigenous Landscapes Through Indigenous Science  
JESSICA HERNANDEZ



Freedom Farmers: Agricultural Resistance and the Black Freedom Movement  
MONICA M. WHITE



The IE Agenda  
INTERSECTIONAL ENVIRONMENTALIST



**Environmental racism** refers to racial discrimination in environmental policy making, corporate decision making, and/or practice which results in the inequitable distribution of environmental burden along lines of race, class, and geography.





# Contributor's Network

## ☀ Introduction

In February of 2022, IE announced our Contributor's Network--a paid opportunity that serves as a pathway for writers, researchers, educators and students, artists + eco-communicators to submit their original written works, art, poetry, videos, and research for development into infographics to be shared with IE's community and beyond.

Having this program, enables contributors, with no experience required, to have the opportunity to share their lived experiences, life work, thoughts, memories, passions + their voice with our community. Our contributors write at the intersectional analysis of various topics spanning across culture, fashion, technology, food, climate solutions + environmental justice. Everyone is a storyteller, and we want to encourage every person to use their voice and their words to start a dialogue and advocate for the future of intersectionality.

The reception to our Contributor's Network is proof of the value of investing in offerings that are equally and whole-heartedly community-centered and driven.

**52,292**

Average Reach

**100+**

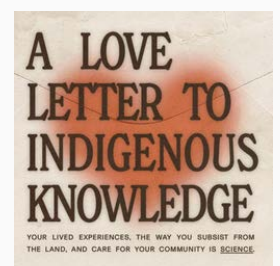
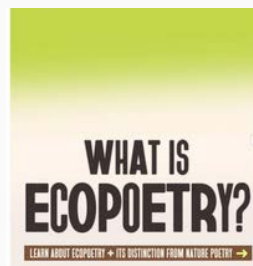
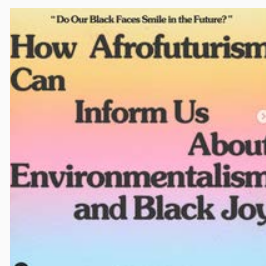
Submissions

**13.96%**

Average Engagement

**75+**

Editorial + research contributors



FEATURED CONTRIBUTORS NETWORK POSTS OF 2022

# Contributor's Network

☀ Contributor's Network Community of 2022

“  
Everyone has the right to an education and to knowledge.

Everyone has the right to tell their story and to own their narratives.

I think our Contributor's Network encapsulates our mission to empower folks with both of these things. We're sharing our community's voices, faces, and their stories—front and center.

JARRE HAMILTON,  
RESEARCH LEAD OF IE



SERENA ALAGAPPAN



JESSICA ZUBIA CALSADA



KAANCHI CHOPRA



ARIANA CRISTE



ISABELLA EFIMOV



RAMSEY ELSHIWICK



KATIE GASTER



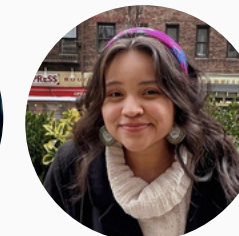
THEA GAY



JARRE HAMILTON



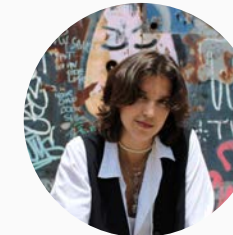
ERIC JOHNSON



KIANNA PETE



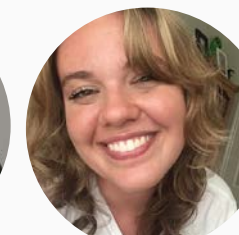
CHARITIE ROPATI



PRIYA SUBBERWAL



MAYA SIEGEL



CATERINA Splete



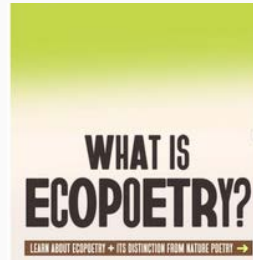
SENA WAZER

# Contributor's Network

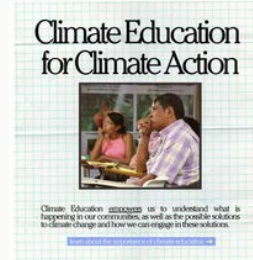
## 🌻 Educational Social Media Content



Fast Fashion and Trade  
KAANCHI CHOPRA



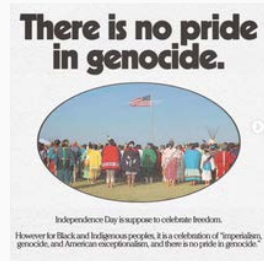
What is EcoPoetry?  
SERENA ALAGAPPAN



Climate Education for Climate Action  
SENA WAZER



Reproductive Justice x Environmental Justice  
JESSICA ZUBIA CALSADA



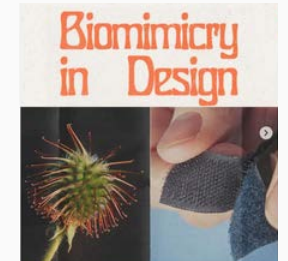
There is No Pride in Genocide  
KIANNA PETE



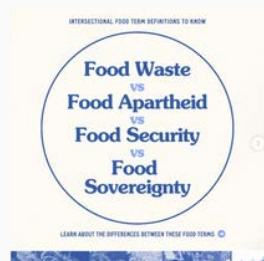
Plastic Free July  
MAYA SIEGEL



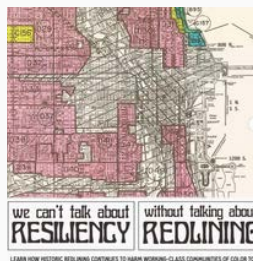
Children  
KATIE GASTER



Biomimicry in Design  
KAANCHI CHOPRA



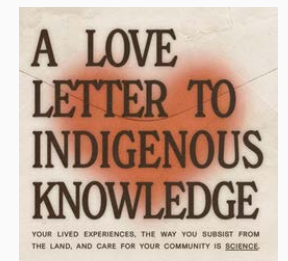
Intersectional Environmentalism Food Terms  
CATERINA SPLETE



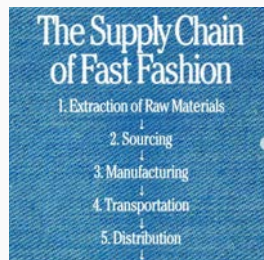
Resiliency and Housing  
ARIANA CRISTE



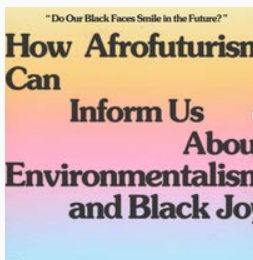
Las Colonias and Water Inequality  
ISABELLA EFIMOV



A Love Letter to Indigenous Knowledge  
CHARITIE ROPATI



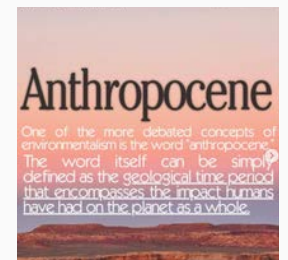
The Supply Chain of Fast Fashion  
KAANCHI CHOPRA



How Afrofuturism Can Inform Us About Environmentalism and Black Joy  
JARRE HAMILTON



Terra // form  
PRIYA SUBBERWAL



Anthropocene  
CATERINA SPLETE



# Contributor's Network

## ☀ IE Toolkits

In 2022, IE began creating educational toolkits which delve into the many ways social justice and environmentalism intersect with a variety of topics, issues, and communities. These toolkits are resources created by IE researchers + notable community members, drawing on their expertise to offer an introductory guide that defines basic terminology and provides historical background + case studies, and lays out empowering action steps while recommending additional resources for reading, watching, and listening.

These toolkits fill the gap of being a space that allows for deeper dives into more nuanced topics, while broadening the scope and area of expertise of individuals that IE builds relationships with, in order to provide more critical educational resources.

**14k+**

Views: IE Resources Webpage

**1.4k+**

Views: Indigenous Environmentalism Toolkit

**2k+**

Views: Food Justice + Food Sovereignty Toolkit

**1.1k+**

Views: Black Woman Savior Trope



Black Woman Savior Trope Toolkit  
THEA E. GAY



Indigenous Environmentalism: The Rights of Manoomin  
KIANNA PETE



Reimagining Food Justice + Food Sovereignty Toolkit  
THEA E. GAY



Modern-Day Imperialism in the Global Waste Trade  
VARSHA MADAPOOSI



Reproductive Justice Resources  
JARRE HAMILTON





Earth Sessions 2022: Los Angeles, July. Photo by Mekhi Marcelino



# Design Impact

## ☀ IE Offerings + Impact

**" Art helps us radically imagine the future we want. Creativity does lead to climate solutions.**

EILEEN TRAN, CREATIVE DIRECTOR OF IE

In 2022, IE defined the importance of art + design in the environmental justice space. The team saw the power in the arts as a way to connect with our community. IE applied intention + creative output to our original research + infographics, as well as amplifying works of creatives that celebrated joy, rest, + activism. Through these ways, we emphasized the intersection between arts and radical change.

For 9 months in 2022, IE underwent a rebranding behind the scenes. We slowed down + set more intentions to refining our messaging and visual identity. We've updated our mission statement, our website, and even our logo.

In June of 2022, IE launched our new visual rebranding. Since IE's launch in 2020, we wanted to revisit and redefine IE's visual identity with a clearer brand voice, guidelines, and alignment to IE's mission. In 2022, IE revisited our branding standards and released a new revised logo, color palette, brand fonts, and new visual brand guide. Not only do these establish consistency and refined aesthetics, our rebranding demonstrates intentions with accessibility standards, historical context + inspiration, and IE's new mission.

**Intersectional  
Environmentalist®**



 **intersectional  
environmentalist**



 **IE**

(Left) IE's Previous Logos (Right) IE's newest logos in 2022

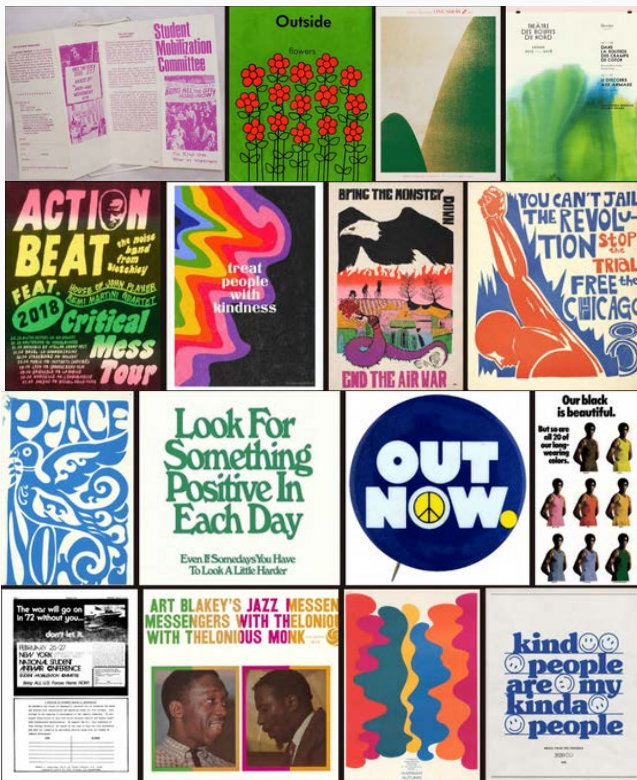
# Design Impact Story

## ☀ IE Offerings + Impact

In the two years since the creation of IE - this community has blossomed beyond our wildest dreams and we were excited to announce our rebranding + new intentions this summer including a new vision, mission + programming to create more impact.

Our visual rebranding was inspired by the Black Liberation Movement + peace movements of the 1960s and 70s. From The Black Panther Party posters, anti-war pamphlets, revolutionary book cover designs and more, the intentional art of the 60s-70s grassroots efforts influenced IE's new visual identity.

## Moodboard



IE's Moodboard: In IE's moodboard during our 2022 Visual Rebranding included imagery like 1970s Angela Davis Freedom posters, 1960s "End the Air War" anti-war in Vietnam posters, 1960s-70s Black Panther Party Newspapers, 1966 Student Mobilization Committee to End the War in Vietnam print materials, 1950s-60s The Jazz Messengers album covers, and more.

## Color Palette



IE's newest primary and secondary color palettes were inspired by the soft yet vibrant print materials distributed from the peace + justice movements of the 60s-70s.

Included are colors like Cornflower (Pantone 659C), Carrot (Pantone 1645C), Forest (Pantone 343C), Lime (Pantone 380C), and Wood (Pantone 7567C).



# Design Impact Story

## ☀️ IE Offerings + Impact

We want to give a special thank you to our brand consultants at Visitor Assembly for their design talent + skills as they aided our journey of visually rebranding. Not only did they provide a refined visual identity + style guide for IE, but they included invaluable design research to their process.

## Graphics Library



IE's graphic library serve as bridges to further visualize + support our content. These icons give opportunity to balance our research with a variety of graphics that allude to joy, community, rest, and more.

## Fonts

<b>Intersectional Environmentalist</b>	Zipper
Intersectional Environmentalist	New Spirit
<b>Intersectional Environmentalist</b>	ITC Souvenir
<b>Intersectional Environmentalist</b>	Kabel
INTERSECTIONAL ENVIRONMENTALIST	Charleston
INTERSECTIONAL ENVIRONMENTALIST	VTC Carrie
<i>Intersectional Environmentalist</i>	Genty
Intersectional Environmentalist	ITC Cheltenham
Intersectional Environmentalist	Basel Grotesk
<b>INTERSECTIONAL ENVIRONMENTALIST</b>	VTC Bayard

IE's newest typeface library was inspired by the Black Liberation Movement + peace movements of the 60s and 70s. Most of these fonts were widely used in signage, newspapers, books, and albums covers from the Civil Rights Movements and related justice movements. For example:

VTC Carrie: Contemporary typeface designed by Vocal Type Co. inspired by signs from New York's 1915 suffrage parade.

Charleston: Reworking of a 1904 font that was primarily used in books and album art in the late 60's-70's

VTC Bayard: Contemporary typeface designed by Vocal Type Co. inspired by signs from the 1963 March On Washington For Jobs and Freedom.





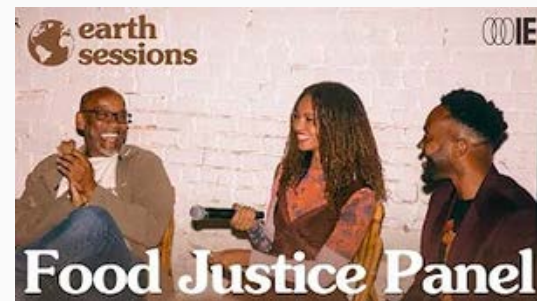
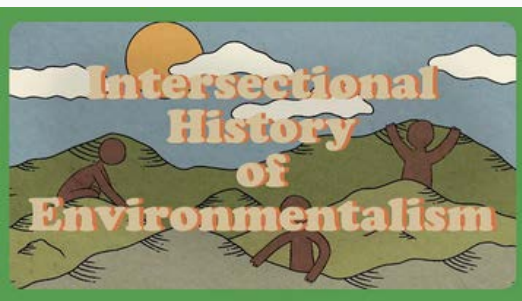


# Media Impact Story

## ☀️ IE Offerings + Impact

IE's media portfolio spans mini-documentaries, animated films, panel discussions, podcasts and more to showcase stories about culture, climate and environmental justice. In 2022, we proudly launched The Joy Report, a podcast designed to share under-amplified and often unspoken truths of today's environmental justice news with intersectionality and optimism at the forefront.

The Joy Report is a podcast dedicated to sharing stories about climate solutions and environmental justice grounded in intersectionality and optimism. Through TJR, we shared updates on all things climate, social, and environmental justice explained in a succinct, accessible way by Arielle King, an environmental justice advocate and attorney passionate about environmental education.



FEATURED MEDIA BY IE

# Media

☀ IE Short Documentaries + Film

**182k+**

Youtube Impressions

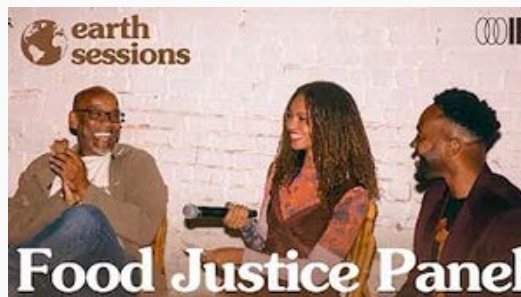
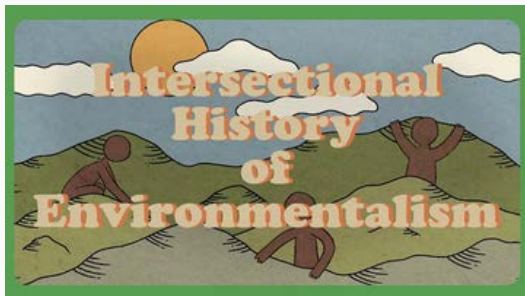
**14.6k+**

Views on Intersectional History video

**5.2k+**

Views on "What is Intersectionality?"  
Youtube Video

## Featured IE Youtube Videos





# Media

## ☀️ Podcast: The Joy Report

**2.2m+**

Social Media Impressions

**60**

countries were reached

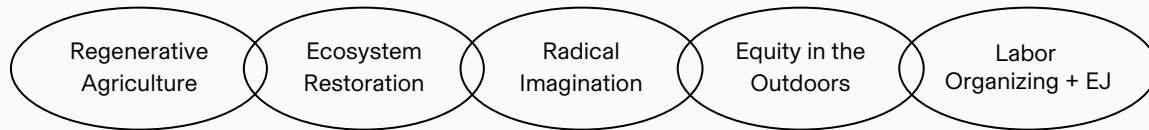
**27k+**

Streams on Spotify + Apple Podcasts

**Top 5%**

in most followed + shared podcast

## Topics Explored in Media Projects



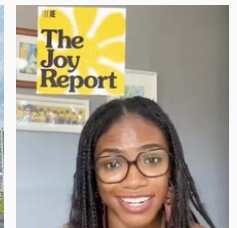
## Featured Collaborators



Grist



### FEATURED INSTAGRAM POSTS



“

We created this podcast to counter all of the doom & gloom in the media related to the climate. I hope everyone who listened to [The Joy Report] walks away with tangible ways to get involved in the movement to protect people + planet, new books to read, new thought leaders to research, and a feeling of assurance that change is possible, because it's already happening!

ARIELLE KING, THE JOY REPORT HOST SEASON 1





# Speaking + Consultant Offerings

## ☀ IE Offerings + Impact

IE offers training, consulting, and speaking engagements to help business, university and community groups deepen collective awareness of environmental justice + the role diverse voices play in environmental history - past, present + future.

Through our speaking engagements, IE has empowered leaders, organizations, and students around the world with grounding introductions to intersectional environmentalism, the importance of art in movement building, and the intersections of social justice with today's most pressing environmental issues. With climate optimism at the forefront of our work, IE specializes in accessible education that meets people where they are in their journeys to protecting people + planet through a research and community based approach.

### SPEAKING + CONSULTANT OFFERINGS TYPES



Leah Thomas + Diandra Marizet at Earth Sessions Bay Area 2022

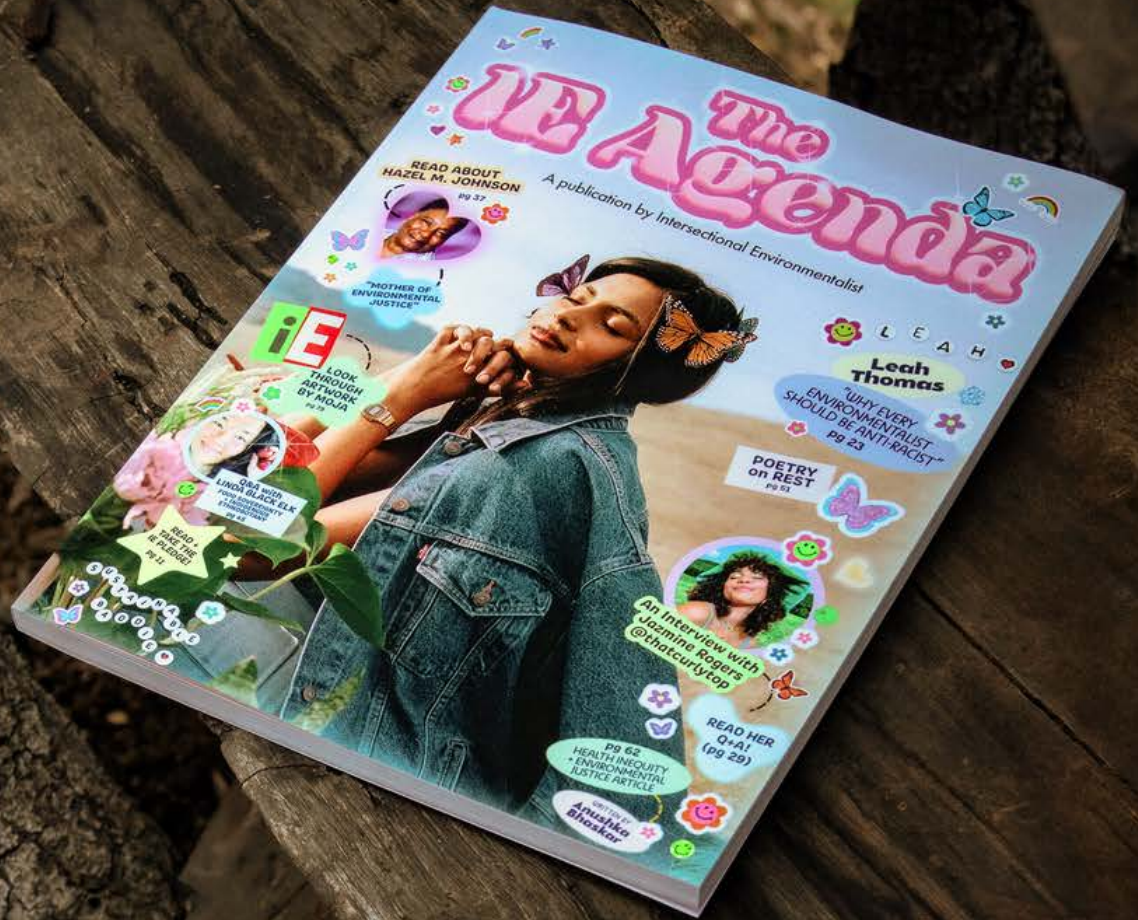


Panel Discussion: Leah Thomas, Max Moinian, + Michael Washington



Kiana Kazemi + Sammy Steiner at Earth Sessions Bay Area 2022







# Finance

## Financial Overview

In our first year as a 501c3, IE experienced a newfound freedom that came with large grants to invest time and energy into developing and honing IE's programmatic identity.

While being mindful of slow and intentional growth, IE has historically operated with modest annual revenues, keeping development of programmatic identity + community impact at the forefront. After years of testing accessible community-based offerings and establishing IE's 501c3 status in 2022, IE now has an opportunity to expand IE's financial capacity and confidently raise funds from donors + grantors to strategically invest in IE's community-based impact goals.



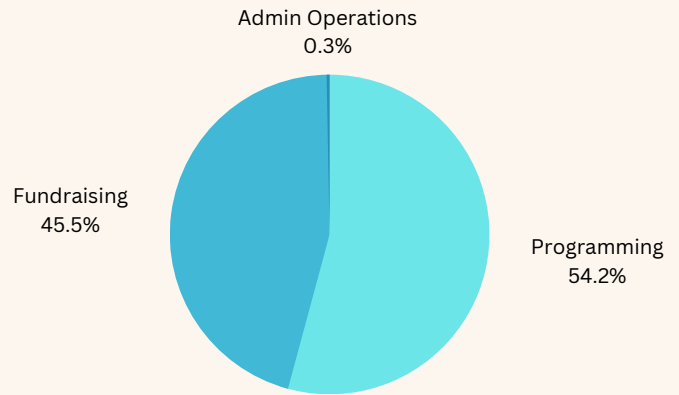
Earth Sessions 2022 Bay Area, Photo by Simrah Farrukh

# Finance

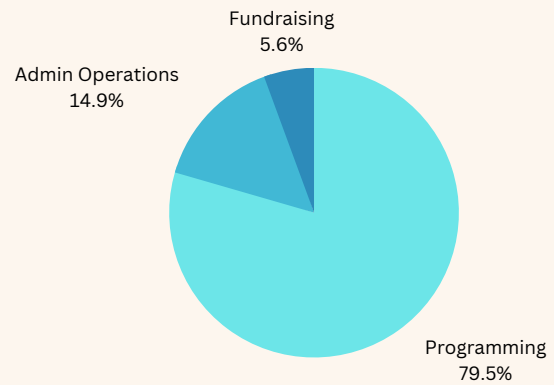
## Financial Overview

### Annual Assets Total: \$711,760

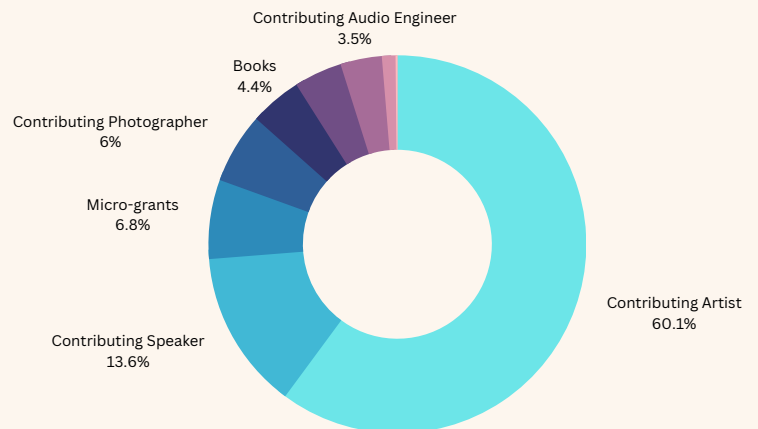
Annual Revenue: \$666,973  
2021 Retained Earnings Year End: \$44,787



### Annual Expenses Total: \$670,350



**\$77k or 12% of IE expenses were directed back to the IE Community.**





# Finance

## Donors List: Individual Donors

A. E	Bethany S	Danielle L	Irene H	Kathryn K
Abbey O	Bonnie N	Danyel C	Isabella	Kathryn M
Abigail T	Bre L	Daphany S	Jace M	Kathy G
Addie T	Brenna L	DAVE P	Jacob S	Katie
Aidan	Brian B	David D	Jacqueline P	Katie C
Alexa T	Brittany E	Dawn R	Jade C	Katie E
Alexandra P	Brittany M	Deston T	jaffee J	Katie F
Ali B	Brooke B	Dune I	Jami S	Katie G
Alice R	c k	Eden	Jamie D	Katie L
Alice S	Caitlin H	Eileen T	Jamie P	Katie M
Alicia	Cara D	Eli W	Jarred A	Katie R
Alison O	Carly R	Elise H	Jay J	Katie W
Allegra G	Carmella D	Elizabeth B	Jeff B	Katy M
Allison C	Carol H	Elizabeth D	Jeff Y	Katy R
Alysha F	Carol S	Elizabeth M	Jeffrey D	Kaya R
Alyssa M	Caroline G	Emily	jeffrey j	Kayce P
Amanda H	Caroline H	Emily B	Jeffrey L	Kaylee P
Amanda P	Carolynn B	Emily C	Jen B	Kayli K
Amanda S	Carys B	Emily E	Jennifer F	Keith-Donna S
Amara S	Carys J	Emily F	JESS B	Kellen L
Amber M	Cassidy R	Emily G	Jesselle M	Kelly
Amelia N	Cassidy Y	Emily N	Jessica B	Kelly N
Amy A	Cate R	Emma B	Jessica I	Kelsey
Amy B	Catherine B	Emma G	Jessica L	Kerry S
Amy O	Catherine P	Emma M	Jessica W	Kim C
Amy S	Catie M	Emmi H	Joan N	Kim F
An B	Charlotte S	Eric S	Jocelyn G	Kim T
Ana A	Charmaine O	Ericka L	Joe G	Koa M
Ana B	Chereen L	Erika G	Jordan F	Krissy W
Ana C	Chiara S	Erin	Jordan G	Krista J
André J	Chloe H	Erin L	Jordan S	Kristin
Andre S	chris C	Esther M	Jordanne-Leigh O	Kristine Z
Andrew H	Christina G	Esther V	Joseph K	Krystal P
Andy P	Christine L	Eva M	Josh E	Krystal S
Anisah Z	chynna	Evan S	joy B	Kyla T
Anjelica	Claire K	Felicia	Julia	Kyla W
Anna	Clifton H	Florence C	Julia D	Kylie G
Anna R	Colleen O	Freya R	Julia S	Kylie V
Anne-Marie S	Connie A	Gabriele S	Julianne Y	L. A
Annee G	Cora I	Gavin M	Julie K	La'Tasha M
Arelle	Coretta A	Grace E	Julie L	Lacey W
Arielle V	Corinne B	Grace S	Julie P	Laura
Arushi G	Corrinne o	Haley G	Julie T	Laura F
Audrey B	Courtney-Anne C	Hana U	Justin L	Laura G
Audrey H	Cristy A	Hanna P	Karl C	Laura M
Audrey T	Cynthia a	Hanna T	Karla G	Laura N
Autumn	Cynthia E	Hannah A	Kate	Laura P
Bayou	Cynthia S	Hannah S	Kate S	Laurel H
Becca Z	D'Lacie J	Heidi	Katherine A	Lauren
Ben K	Dana E	Heidi V	Katherine M	Lauren B
Benjamin W	Dana M	Hilary J	Katherine S	Lauren D
Beth P	Dani	Holly M	Kathleen B	Lauren L
Beth R	Danica M	Hongbu W	Kathleen D	Lauren P
Bethany S	Daniel Z	Ioana	Kathryn K	

# Finance

## Donors List: Individual Donors

Lauren S	McKenna	Patrice D	Shivani S
Lauren W	Megan K	Paul D	Socheata T
Leah B	Meghan A	Paul G	Sonja P
Leah S	Meghann M	Paul-Vincent R	Sophia
Leah T	Mel	Paull Y	Stephanie C
Leanne M	Melanie A	Powers K	Stephanie E
Leigh A	Melanie B	Queer N	Stephanie J
Leigh E	Melissa B	Quena B	Stephanie L
LeighAnn L	Melissa H	Rachel E	Stephanie M
Leila R	Melissa M	Rachel F	Surrah
Lena	Meredith R	Rachel I	Susan R
Leoni F	Michaela R	Rachel T	Suzanne B
Leslie C	Michelle H	Rae H	Tamara
Leydi Z	Miel B	Rae W	Tammy N
Liam S	Mikaela R	Raíces V	Tania C
Lily R	Mikayla P	Reagan S	Teresa P
Linda S	Mike B	Regina M	Thea G
Lindsay H	Mike G	Renee S	Thelma Y
Linsey K	Mike W	Rico D	Thörn A
Livier E	Miki G	Rii P	Tiffany C
Ljudmilla S	Miranda B	Riley L	Tilly C
Lori D	Miranda H	Riza	Tina
Lucie K	miriam	Rosa B	Toby L
Lucy M	Miriam G	Ryan M	Tom K
Lucy R	Molly D	Sale R	Trevor A
Luke A	Monica Z	Samantha C	Valentine L
Lulu	Morgan	Samantha G	Valerie B
Lydia H	Morgan A	Samuel R	Vanessa M
Lyndsey F	Morgan B	Sandra P	Vedis R
Lynn W	Moriah K	Sanna	Victoria F
Madalina	Morissa T	Sara B	Virginia
Madeline G	Mount S	Sara D	Vivianne
Madi A	Natalie S	Sara E	Wren W
Madison B	Natasha D	Sara F	Yoko S
Maggie D	Nathaniel S	Sara L	Zach
Malika M	Neara R	Sara M	Zachary G
Mallory M	Nichole T	Sara N	Zack O
Mandi M	Nicky	Sara W	Zoe B
Mandy R	Nicole K	Sarah B	Zulema M
Mara	Niharika E	Sarah G	
Margaret G	Nikki	Sarah K	
Margretta R	Nina S	Sarah M	
Maria B	Nneka W	Sarah S	
Mariana R	nniikkii j	Sarah W	
Marie S	Noelle C	Savanna H	
Marinda M	Noelle N	Seanna V	
Marissa S	Oliver H	Shannon P	
Matt B	Oliver J	Shannon S	
Matt H	Olivia H	Sharon H	
Matthew W	Omar K	Sheena A	
Maureen M	Paige H	Sheldon B	
Max B	Paige L	Sheridan T	
Maya	Paige R	Shinai R	







# The IE Ecosystem

## IE's Supporters 2022

1% for the Planet	Sierra Club
5 Media	Simple Alchemy Co
Allbirds	Starbucks
Alter Eco	Sunwink
Atmos Financial	Super Keen
Baboon to the Moon	Surfrider
Better Booch	Sweetgreen
Break Free From Plastic	TAZO
Bright Funds Oakland	TAZO
Capgemini	TED
Challah Back Girls	Teva
Chapman University	The Center for Cultural Power
Climate Ride	The Climate Pledge
Columbia Climate Conversations	The Solutions Project
Environmental Justice Summit	The Wilderness Society
Crude	University of California, Davis
EarthHero	Utah Society for Environmental Education
Earthjustice	Conference
Earthjustice	Versed
Eat The Change	Walmart
Elon University	WaterBear Network
Environmental Grant Makers Association	Whitson Strategies
Environmental Incentives LLC	Wildgrid Solar
Farmer's Insurance	Wildtype
Forum For Future Workshop	YEA! Impact
Good good good	
Green is the New Black	
Guayaki	
Healthy Environment Alliance of Utah	
Interactive One LLC	
Kinetic Communities Consulting	
Knickey	
Lob.com	
Logitech	
MATE the Label	
Meta	
Minnesota State University	
Netflix	
Nocs Provisions	
NowThis Media	
Ocean Wise	
Paperculture	
Parade	
Patagonia	
PBS	
Picture Motion	
Pinterest	
Pledge	
Pulp Pantry	
Reverb (Billie Eilish Concert Tour)	
Seattle Foundation	
Session Goods	
Shawn Mendes Foundation	



# The IE Ecosystem

## 2022 Team Member Spotlight

**"The greatness of a community is most accurately measured by the compassionate actions of its members."**

CORETTA SCOTT KING

### PROGRAMMING



LEAH THOMAS



KIANA KAZEMI



SAMANTHA STEINER



JAKOB EVANS



MAYA SIEGEL



SABS KATZ

### RESEARCH



JARRE HAMILTON



LEXI HERNANDEZ



PHILIP AIKEN



ARIELLE KING



KAYIN ALBRIGHT



AMIRA DHANOA

### MEDIA

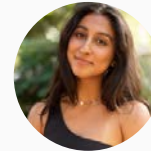
### DESIGN



EILEEN TRAN



ANNABELLE GOLDEN



DIANDRA ESPARZA



SARAH XU



SYDNEY CHEUNG

### OPERATIONS

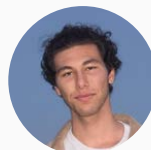
### IE 2022 FELLOWSHIP CLASS



THEA E. GAY



MIKAYLA BYFIELD



RAMSEY ELSHIWICK



ERIC JOHNSON



KIANNA PETE



VARSHA MADAPOOSI



CAITLIN DOUGLAS

# The IE Ecosystem

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## Thank You

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Over the past few years, IE has had the privilege of working alongside our community to turn unearthed pain and tragedy into community care and action.

IE's origins were birthed by a collective roar for a new narrative in the environmental movement: one that would correct the erasure and distortion of our ancestral histories. One that would recognize the wisdom, values and practices of diverse cultures as the blueprints for sustainability. One that would empower the next generation of environmentalists to create an inclusive and just future.

Together we have sent waves through communities, organizations, corporations, and academic + governmental institutions. Our team was given space to not only proclaim loudly that our future will look different, but also to showcase how communities of color and under-amplified voices have always had what we need to make it so.

In 2023, we look forward to celebrating environmental progress in community with you all, sharing more resources rooted in the values we believe will create a more equitable future and meeting our commitments to our supporters with gratitude.

As co-founder and Executive Director of IE, I am deeply grateful to those who saw what we were building in 2020 and said "yes" through overwhelming support, advocacy, pledges, affirmations, and guidance. And to those who have supported us since, thank you for believing in an intersectional future.

With gratitude and commitment,  
Diandra

**"Thank you to our beautiful community for helping each other find our way between cultures, between languages, between religions, between families, between worlds - and in becoming the ancestors that chose to preserve what mattered and nurtured what needed to be new."**

Diandra Marizet Esparza



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# The Future is Intersectional

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