Youth Leadership and Youth Engagement in Climate and Biodiversity

The need for wellbeing, resilience and mentoring support for the environmental youth movement

Research Summary for
The Robert H. N. Ho Family Foundation

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Written by Mareike Britten and Danielle Deane-Ryan
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Youth Leadership and Youth Engagement in Climate and Biodiversity

The need for wellbeing, resilience and mentoring support for the environmental youth movement

“There is no separation between taking your seat and taking a stand”
Jon Kabat-Zinn

1. Background

In the past few years, the world has witnessed the rise of a growing youth movement demanding change in response to the scientific consensus on the urgency of tackling climate change and biodiversity loss, and the lack of truly transformative action by governments. These young people have been successful in elevating both climate and biodiversity issues to the top of the national and international political agenda while highlighting the root causes of environmental, social, racial, and economic injustice that have triggered these crises.

In late 2020, The Robert H.N. Ho Family Foundation commissioned independent consultants Mareike Britten and Danielle Deane-Ryan to conduct a high-level, global scan of youth leadership and engagement on issues related to climate change and biodiversity as a first step for the Foundation to learn more about the field globally, including key issues, institutions, actors, funding needs, and opportunities. The consultants’ initial report can be accessed here.

While youth-led and youth-supporting organisations focused on climate and biodiversity are located around the globe and are highly diverse, the first scan highlighted that such changemakers view justice and environmental issues as two sides of the same coin that can only be solved together.

These young people try to walk the talk when it comes to their own practices in relation to diversity, inclusion, justice, and governance but they also recognise that youth voices from the Global South and from historically marginalised groups within many countries remain underrepresented. More work remains to be done. Overall, little funding reaches such organisations, especially in the Global South. In the US, organisations representing underserved communities (including those led by people of colour

1 https://radiopublic.com/ten-percent-happier-with-dan-harr-WwE9m8/s118b50d
and/or rural leaders) are under-resourced by the largest environmental funders. This is even more likely in southern (typically more politically conservative) states.³

The original scan uncovered a range of different specific funding needs. Wellbeing, intergenerational mentoring, mental health, and resilience support were among the most important needs identified by movement leaders for continuing their work. This was especially true in the US for leaders of colour, whose communities are disproportionately affected.

This document summarises results of the deeper dive that Britten and Deane-Ryan subsequently conducted at the request of the Foundation to better understand the youth environment movement’s current wellbeing and resilience needs and resources, and to gain a sense of which organisations and funders have already been responding.

Additional outreach to 19 organisations was conducted and combined with desk research. A list of those contacted can be found in Annex 1.

There are, of course, many more organisations that are actively building resilience and wellbeing among environmental youth groups. This research highlights examples mostly from Europe and the US. A broader scan would be needed to provide a more comprehensive global picture.

The key finding from the outreach was that wellbeing and resilience – while perceived by youth as vital for the continued existence and effectiveness of the environmental justice youth movement – have received little attention by funders to date.

The aim of this document is for funders to:

i) Understand the need for resilience and wellbeing support.
ii) Gain a high-level overview of the existing landscape and different approaches (especially in the US and Europe) to address the needs.
iii) Learn what should be included in any approach for funding based on practitioner insights.

2. The need for wellbeing and resilience support

There is growing scientific evidence that working on aspects of social and environmental justice can have a profound impact on mental health and wellbeing;⁴ and that addressing these issues can lead to more collaborative, trusting, and effective work at individual, organisational, and sectoral levels.⁵

However little research has been done on how young people working specifically on biodiversity loss and climate justice are coping. The outreach revealed a number of different issues that young environmental advocates face.

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³ https://bea4impact.org/our-work/landscape-assessment
⁴ https://www.hrresilience.org/well-being-research.html
2.1. You cannot walk away from an existential threat – even if it is overwhelming

Young activists not only care deeply about their subject(s) but also regard addressing such issues as key to their on-going existence. As one youth climate activist of colour, who had experienced colourism and racism in the youth climate movement, put it during an interview for the first high-level scan: “I am not an ‘activist’. I am fighting for my survival.”

These young people feel a massive responsibility as they understand the stark scientific warnings that the time window for action is closing rapidly and believe they are the last generation that can save humanity.

However, climate change, social justice, and biodiversity loss are such complex, global threats that even thinking about addressing them can feel overwhelming – especially for young people. While this applies to youth activists with resources, the burden is even greater for young people who are already dealing with socioeconomic stress and racism in communities more impacted by these issues. Psychologists have termed this feeling of being overwhelmed “climate” or “eco-anxiety”, a sense of dread and almost paralysing helplessness.

A 2020 YouGov poll by Friends of the Earth found that over two-thirds of young people in the UK between the ages of 18 and 24 experience eco-anxiety.

In the United States, the American Psychology Association now has a climate task force that is developing strategies to strengthen the role and impact of psychology in addressing the global climate change crisis.

2.2. The need for community

In the face of these overwhelming threats, many interviewees cited the need to feel part of a larger community, one that is bonded by deep personal connections and acts together to tackle climate change and biodiversity loss.

2.3. Burnout and stress

Many young people working on these profound existential threats undertake such endeavours in a voluntary capacity, in addition to school, or university, or work. Few get paid. This hampers participation from those who are not well-to-do. It also puts even greater stress on youth leaders from low-income households. People of colour are overrepresented among low-income communities in the US, the communities hardest hit by both climate impacts and racial inequality. This double burden on young people who are both low income and non-white, combined with working on existential threats, frequently leads to extreme stress and burnout. Digital communication has its own stresses and can become toxic.

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6 https://www.washingtonpost.com/magazine/2020/02/03/eco-anxiety-is-overwhelming-kids-where’s-line-between-education-alarmism/?arc404=true
7 https://www.medicalnewstoday.com/articles/327354#summary
9 https://www.apa.org/about/governance/council/climate-change-task-force
2.4. Structures and practices to achieve transformational change

Youth activists also expressed the need to learn from other social movements and older changemakers through intergenerational learning and mentoring while emphasising that they want to do this on an equal footing.

Many youth organisations are trying to ascertain how they can build their own structures, that is, they are seeking not only to mobilise but to organise and develop change strategies through practices in support of resilience and a regenerative culture of care. They want to live the intrinsic values that they would like to see in society and ensure people do not burn out.

As one movement leader said during interviews for the first report: “Young activists are expected to be invincible and social media reinforces that, but they face so much doubt by adults. Also, online communication can be toxic. What is needed is to establish a culture of care.”

3. How the field has been responding

Three main categories of organisations and networks were identified as responding to these needs:

i) Organisations that specifically provide wellbeing/resilience services and/or training to young people active on environmental issues.

ii) Environmental youth organisations that seek to integrate wellbeing practices into their wider programmes and core strategic priorities, often using the support of organisations or individuals from the first category above and third category below.

iii) Wellbeing practitioners’ networks and organisations that support changemakers and activists in general, without a specific youth or environmental focus.

3.1. Organisations providing wellbeing services/training to young environmental activists

Mental health professionals and those interested in addressing psychological aspects of the climate emergency have joined forces in Germany, the UK, and to some extent in the US, to create more resilient societies through Psychologists for Future/Psychotherapists for Future and the Climate Psychology Alliance.

Psychologists for Future/Psychotherapists for Future are mostly active in Germany but are building a network across Europe. Through their 35 regional groups, they offer free coaching, psycho-social counselling, and mediation for young climate activists, group sessions on emotional coping with the climate crisis, and networking and exchange of thoughts among climate-protecting psychologists and psychotherapists. The organisation is also reaching out to professional networks in Germany and across Europe to educate their peers on supporting people experiencing climate anxiety.

Many members of Climate Psychology Alliance, which is active mostly in the UK with some connections to the US, support local and national groups working on the climate crisis. Through one member, who is a psychotherapist and lecturer at a UK University, the Alliance has offered workshops to environmental youth activists in the UK, Nigeria, Brazil, and the US to provide
knowledge on mental health, wellbeing, and climate psychology. The workshops also offer emotional support and provide practical tools for youth activists to help them explore their own feelings about the climate and biodiversity crisis, and then think about how to take these ideas into their activism in the future. These activities have been developed together with youth activists.

Coming from a more spiritual perspective, Global Peace Initiative of Women, The Wind & The Warrior, One Earth Sangha, and ULEX, which originated in the Eco-Dharma movement, train environmental youth activists in wellbeing and resilience practices. The Eco Dharma movement applies Buddhist wisdom to ecological crises.\(^\text{10}\)

Global Peace Initiative of Women brings together young leaders, who engage in a spiritual practice and are passionate about climate change and earth restoration, with spiritual teachers and indigenous knowledge-holders in retreats. These gatherings jointly reflect and explore ways on how to foster systemic changes that create unity among humanity and a loving, respectful relationship with the earth and all of life.

The Wind & The Warrior is a US-based community of experienced, intergenerational practitioners of Black, Native, and Brown women, non-binary, and trans people that furthers the integration of social activism with spiritual practice. The group works with grassroots activists, young people, and elders across cultures to integrate strategies for creating a just world with life-affirming ancestral traditions. It provides healing and meditation spaces at gatherings and workshops on healing arts, self-care, and affirming rituals.

One Earth Sangha brings essential wisdom and practices from the Buddhist tradition to collective engagement on critical ecological crises. The group views activism as more effective and sustainable when grounded in mindfulness and compassion, and social engagement as an essential part of the spiritual path. They bring together these two forces and their corresponding communities – including young environmental activists – through teachings, community building, and mindful action.

ULEX is a project that focuses on psychosocial resistance for activists and social movements, combining inner, interpersonal, and political transformation. It is run by Col·lectiu Eco-Actiu and delivers residential training in Spain to build movement capacity for social justice and ecological integrity. ULEX has hosted retreats and training specifically for the young climate movement, working with, for example, Young Friends of the Earth Europe, by using deep reflection, contemplative practices, and strengthening connections for personal and collective empowerment to create systemic changes in our interlinked world.

In addition to organisations that embrace a mental health or an explicitly spiritual perspective, a range of groups approach the subject from a more secular perspective, such as Youth on Board, Generative Somatics, Youth Climate Leaders, and Force of Nature.

Youth on Board, active in the US, recognises that healing must be at the centre of organising and movement-building to become more effective, sustainable, and powerful as change agents. The group has created the support and action project, ListeningWorks, to train and support movement builders and community leaders in harnessing proven listening, healing-based, and human-centred strategies that deepen community activism. Youth on Board has also been working with climate justice-focused organisations, such as Sunrise Movement in the US. ListeningWorks’ replicable model is used in workshops, training, and supports movements to

\(^{10}\) https://oneearthsangha.org/articles/confronting-whiteness-and-privilege-in-eco-dharma/
address common threats, such as leadership burnout, interpersonal conflict, and lateral and internalised oppression. One aim is to engage with philanthropic partners to raise awareness of healing justice and to provide adequate resources to support the work.

A Black, Indigenous, and People of Colour gathering, organised by US Climate Action Network, included a major focus on healing justice and wellness. A presentation given by the National Association for the Advancement of Colored People’s Environmental and Climate Justice Program provides valuable resources.11

Generative Somatics, based in the US, was mentioned by one youth-serving organisation, and has been working with the environmental (youth) justice movement as one of their strategic priorities. The group uses “politicised somatics”, a transformative methodology that builds embodied leadership to align personal and collective practices with vision and values, and to heal from trauma and internalised oppression. The aim is to advance loving and rigorous movements that possess the creativity, resilience, and liberatory power needed to transform society.

Another example is Youth Climate Leaders from Brazil. This organisation supports young people who want to act on climate change and overcome the feeling of being powerless. It selects and trains young talents through hands-on international immersion and local courses. Participants witness first-hand the impacts of climate change, improve their technical and leadership skills by working together, and have mentorship sessions to create action plans. After the course, participants join a network, which serves as a community of support, and receive mentorship from climate practitioners. Wellbeing practices are an integral part of the course.

Force of Nature, a youth-led organisation, works globally with Generation Z on how to step up rather than shut down in the face of the climate crisis. Programmes help young people cultivate mindsets of agency, purpose, and resilience, develop the knowledge and tools to be effective, and drive real solutions to the planet’s problems.

3.2. Organisations working with environmental youth that have integrated wellbeing practices in their wider programmes and approaches

Many environmental youth-serving and youth-led organisations, such as US-based Power Shift Network and the youth wing of Extinction Rebellion have explicitly adopted a focus on wellbeing and culture of care as part of their work, and to walk the talk on their values.

Power Shift Network is an intersectional network of youth organisations, run by young people, and campaigns to support youth organising in taking on the climate crisis, shifting power, and changing the system. At its annual meeting in January 2020, the group adopted healing justice as one of its four core strategic goals in response to member feedback.

The concept of “healing-centred organising” has been taken up by many organisations, especially in the US. According to research carried out by the Aspen Institute Forum for Community Solutions, this type of organising builds individual and collective health, well-being, and hopefulness, combining emotional and spiritual healing and a range of wellness practices while focusing on changing systems and structures of oppression.12

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11 https://docs.google.com/presentation/d/1rN616EAYwiIpmUzr5cTHMg-._SxqE60zETya0HiayE/edit#slide=id.p22
One of the youth leaders noted in the Aspen Institute’s research: “For it to be healing, it means we actually have to address the actual structures that are trying to denigrate us, kill us, force us into some kind of subjugation. If we’re not doing that, then it makes it hard to be healing. It’s just another space where we’re just like worker bees.”

The youth wing of Extinction Rebellion has incorporated wellbeing as an essential element of its regenerative culture. Regenerative culture is a practice and demonstration of the change that young people want to experience, not only in the organisations in which they are active but also in society as a whole. Practices bring together self-care, action care, interpersonal care, community care and care for society and the planet.

Many organisations such as Sunrise Movement, which uses the ListeningWorks model, Resilient 40, Our Climate, and International Young Naturefriends have integrated wellbeing and resilience practices or are running training and webinars to support their volunteers in creating system change.

In response to demand from youth members, Our Climate held a Resilience as Resistance, Mental Health and Climate Activism convening, featuring seven PhD mental health medical experts. A high-level summary page of Our Climate’s mental health resources and tips are available on the organisation’s website.

Resilient 40 is a network of youth climate and social activists providing a formal platform for actively guiding and directing the voices and work of young people on climate change across the African continent. The group, now present in 29 African countries, includes wellbeing practices such as rituals, meditation, and self-reflection in their gatherings.

Meanwhile, International Young Naturefriends is set to run a Health & Well-being through Nature-based Methods project. The initiative seeks to support youth climate activists in rediscovering connectedness with nature to activate new perspectives, solutions, and tools to create changes in both personal lives and communities.

3.3. Wellbeing practitioner networks/organisations supporting activists/changemakers

There are also many wellbeing practitioners and their networks or organisations that until now have not worked specifically with environmentally active youth but offer support to changemakers and activists in general. They strongly believe that social and systemic transformation can only happen through personal and community transformation that leads to action.

Funders could provide support by adding resources to efforts already underway and having impact, as well as matching networks and practitioners with environmental youth organisations that are interested but not yet connected.

In India, there are two organisations supporting young changemakers connected to The Wellbeing Project:

- **Pravah** develops the leadership capacities of young people from a diversity of backgrounds to build their ability to bring about transformational change. The group nurtures future-oriented

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13 Ibid
adolescents and youth leaders through psycho-social interventions and support for social action experiments leading to economic, political, and social inclusion. It believes social change is brought about through deep mindset change in individuals. To alter the social structures that marginalise communities, not only do the socially excluded need to be empowered, but the attitudes of individuals in powerful decision-making positions also need to shift.

**ComMutiny** is a national collective of over 110 youth-led and youth-engaging organisations and youth development practitioners. The collective sets out to build vibrant ecosystems and empowering spaces to nurture the leadership potential of young people in transforming themselves and society.

**The Work That Reconnects Network** is an active global network of facilitators that brings wellbeing and resilience together with deep ecology to support people in creating positive social change. The group’s approach is based on the teachings of Joanna Macy, PhD, a scholar of Buddhism, together with general systems theory, and deep ecology. Macy’s methodology leads people through a spiral from gratitude and acknowledging pain to identifying their own power and creating a plan for social change.

**The Mindfulness and Social Change Network** is a global community of wellbeing practitioners exploring the potential for secular mindfulness training and practice to contribute to more sustainable, caring, and socially just societies. The group views the human capacity for mindful awareness as vital for effective responses to social, economic, and environmental challenges; and that mindfulness practice, courses, and communities need to be responsive to the social and political context of individual stress, wellbeing, and change.

### 4. Recommendations

The consultants’ research and outreach with wellbeing and resilience practitioners generated the following recommendations for funders to take into account when funding approaches:

1. **Practices should not focus solely on individual wellbeing. Individual wellbeing is inseparable from group/movement wellbeing and political transformation.**
   
   a. As ULEX explains on its website: “(...) the personal is nested within the inter-personal, that the inter-personal is nested within the socio-political, and that the socio-political is nested within the ecological. Each of these dimensions has its own systemic structure and yet also need to be understood as part of larger systemic wholes. Learning and effective practices for transformation need to attend to each of these layers and to the connections between them.”

   b. A co-founder of The Wind & The Warrior also noted in a communication with one of the report authors: “Community support and mentorship is one of the best things to support young people that I’ve seen thus far in my decade of youth work experience. That said, there’s also a community aspect to the way that we care for one another and learn about ourselves through moving through conflict that is really significant in movement spaces right now. Restorative, Transformative, and Healing Justice, though all different in significant ways, offer a framework of...”

[14](https://ulexproject.org/integral-activist-training/)
community healing and growth in addition to the personal, which I think is really salient at this moment when so many folks are dealing with so much harm.”

ii) Any wellbeing/resilience work needs to move people from a sense of paralysis to a sense of action and focus on transforming not only the self but the world. Most practitioners saw this as among the biggest differences to wellbeing approaches in non-changemaker settings. They believe that young people see collective action to change harmful social structures as a healing intervention in itself, while the increased power and sense of control that result can be transformative. In the words of Psychologists for Future: “To achieve decisive political change and to experience self-efficacy – which leads to subjective wellbeing and a reduction of individual anxieties – collaborative action is instrumental. (...) The energy created by negative emotions is redirected into action. This reduces helplessness and conveys the positive feeling of ‘being able to achieve something together’.”

iii) Most importantly, prevention is better than cure. Wellbeing and resilience-building efforts need to be integrated into organising, practices, and strategic plans rather than waiting for burnout. The team at the Mobilisation Lab, an international movement-building organisation, point out on their website: “Self-care is an opportunity for movements and organisations to model the world we’re fighting for. We need to embrace that care is a crucial and strategic part of the work we do. When activists are burned out and leave activism, this causes real harm to people – disproportionately affecting activists impacted by the issues they work on and marginalised groups – and it also sets back organisations. (...) Preventing burn out supports movement sustainability and builds the power we need to win.”

5. Conclusion

Supporting youth organisations and movements in integrating preventative and holistic resilience practices that lead to transformative action will ensure that the young people raising their voices against climate change and biodiversity loss today – especially those impacted the most and fighting the hardest – will have the energy, inspiration, and perseverance to continue to do so in ever more creative ways. These young people help all of us to protect the climate, communities, and our unique biodiversity.

As mentioned above, little funding reaches environmental youth organisations, especially groups led by young people of colour and those led by marginalised groups. Even less focus on the essential need of resilience and wellbeing.

The only funders and/or conveners of specific wellbeing-focused efforts mentioned during the research were: EDGE Funders Alliance and its members Guerrilla Foundation and Bertha Foundation; Open Society Foundations; and Ford Foundation. In addition, the Aspen Institute Opportunity Youth Forum and Funders’ Collaborative on Youth Organizing are looking into how to support healing-centred organising of young people across issues.

17 Ford Foundation helped facilitate a session by ListeningWorks for funders.
Youth leaders might be hesitant to bring up internal support needs, such as wellbeing and resilience skills with funders as outcomes are often difficult to measure and funding conversations typically focus on external programmes. However, it is important to raise awareness among donors and changemakers on the significance of wellbeing as an essential ingredient of successful social change and the need for creative funding solutions.

Funders could support environmental youth organisations – and especially young people of colour and those from marginalised groups – in integrating wellbeing and resilience practices into their work by:

i) Funding practitioner organisations that are already providing youth-focused wellbeing and resilience support and training, especially those with expertise in dealing with the needs of under-resourced communities and communities dealing with systemic discrimination.

ii) Funding environmental youth organisations directly in expanding or adopting wellbeing and resilience approaches and practices in their organising and work, paying special attention to the inclusion of funding for organisations whose leadership includes young people of colour or other underrepresented marginalised groups.

iii) Encouraging wellbeing and resilience practitioner networks and organisations that are interested but not yet focused on environmental youth advocates to adopt youth work as a new focus.

iv) Supporting exchanges and learning journeys among environmental youth organisations that have taken up wellbeing and resilience practices. Exchanges between funders and youth organisations would also be valuable.

Our hope is that more funders across the globe recognise and address this vital need to support the wellbeing of youth engaged in environmental action and scale up support for these young people, especially those most affected by climate and biodiversity crises. We also encourage more open dialogue between funders, NGOs, and other social sector actors. This can raise awareness of the link between the inner wellbeing of changemakers, their varying capacity to address complex social problems, and ultimately, the health, sustainability, and wellbeing of our shared planet, and those most affected by the climate crisis.
### 6. ANNEX 1: Organisations Providing Feedback

Listed alphabetically

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About the Authors

- Mareike Britten -

Mareike Britten is a passionate and creative social change strategy consultant who has worked over the last 15 years as campaigner, trainer and facilitator in the not for profit sector. She has been working with organisations all over the world ranging from small volunteer led initiatives to international NGOs, foundations and networks such as Greenpeace, Amnesty International, WWF, Friends of the Earth, TechSoup etc. Before running her own company, she led the campaign for a “Just Transition to 100% Renewable Energy” in the run up to the Paris Climate Summit as Head of Global Campaign Coordination of Climate Action Network International and worked as Team Leader and Senior Climate & Energy Campaigner with Greenpeace’s 34 offices on effective global strategies to combat the climate crisis and change the energy system. Through her work in Europe, Africa and Asia she has gained a deep understanding of the interlinkages of social justice and environmental issues such as the climate crisis and biodiversity loss and built a strong international network of social change makers. She holds a Magister Artrium (Masters) in Politics, Sociology and Communication Science of the Westfälische Wilhelms-Universität Münster.

- Danielle Deane-Ryan -

Danielle Deane-Ryan has devoted her career to her passion for forging strategic and equitable climate crisis solutions. She serves as senior advisor to foundations including the Libra Foundation and the Donors of Color Network, and is a member of the National Academies of Science Deep Decarbonization Committee. Interviews, articles and op-eds related to her work to help drive policies that deliver resources for underserved communities and strengthen the environmental movement have been featured in outlets including The Washington Post, The Guardian, GRIST, NBC, The New York Beacon, New America Media, Stanford Innovation Review, Think Progress, Politic365, American Sustainable Business Council and Inside Philanthropy. Danielle has held senior leadership positions at The Nathan Cummings Foundation; within the Obama Administration at the Department of Energy’s Office of Energy Efficiency & Renewable Energy; at Green 2.0; the Joint Center for Political and Economic Studies; and the Hewlett Foundation. She serves on the boards of Resource Media and the Clean Energy States Alliance. She has an M.Sc. from the London School of Economics in Environment and Development, and a B.A. from Williams College in Political Economy with an Environmental Studies Concentration. Danielle was awarded the Williams College Bicentennial Medal in 2019 for her work on Environmental Justice.