

HIVE FUND TRIENNIAL REPORT 2022



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The Hive Fund

The Hive Fund for Climate and Gender Justice is a specialized intermediary that raises funds and makes grants to groups that have historically lacked access to funding and are building power to address intersecting climate, gender, and racial justice crises in the US.



For more information about the Hive Fund, contact us at:

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hivefund.org

Report designed by YolkWorks

Cover photo by Emily Arasim, WECAN International

Letter from the Co-Directors

Almost exactly three years ago, we took a leap of faith starting a new regranting fund to help fill what we knew from experience and data were big gaps in philanthropy. We didn't take for granted the opportunities that come when starting something from scratch, and vowed to infuse this new organization with love, rigor, and commitment to antiracist and participatory values, while also being responsive to the urgent crises of climate change, White supremacy, and misogyny.

Reflecting on whether we've stayed true to those vows three years in, Melanie thought of her late grandmother, Sarah Allen, who was a school lunch lady, a church lady in the Black Southern Baptist tradition, and a community leader. When Grandma Allen was helping organize relief in Wilmington following the back-to-back devastation of Hurricanes Bertha and Fran in 1996, she was concerned the trucks delivering the goods wouldn't make it through the flood waters. She called a friend from Wilmington, who gave them turn-by-turn directions, noting from memory the streets that flooded and how to avoid them. Her story reminds us that people know their communities intimately, and their experience gives them special knowledge of the terrain and access to routes and maps that those in power often overlook and undervalue.

In our first three years, the Hive Fund's strategic and participatory approach has created alternate maps for how philanthropy can be done. Following new maps, **the Hive Fund has awarded nearly \$50 million in multiyear grants to more than 100 grantee partners**—some of whom had never received general or multiyear support before. We've helped highlight the successes these groups are having in Texas, Louisiana, Georgia, the Carolinas, and across the US South and are helping to draw more funding there. We've built community with grantee partners and funding partners—learning together as we grow the fund and help normalize more equitable grant practices.

Looking forward to the next three years, we're ready to make the most of this historic opportunity to shape the flow of billions of dollars in new climate investments and exponentially accelerate the transition to cleaner and more equitable economies, with women of color helping to lead the way. We're excited to expand our grantmaking and our community. We hope you will join us.

In gratitude,

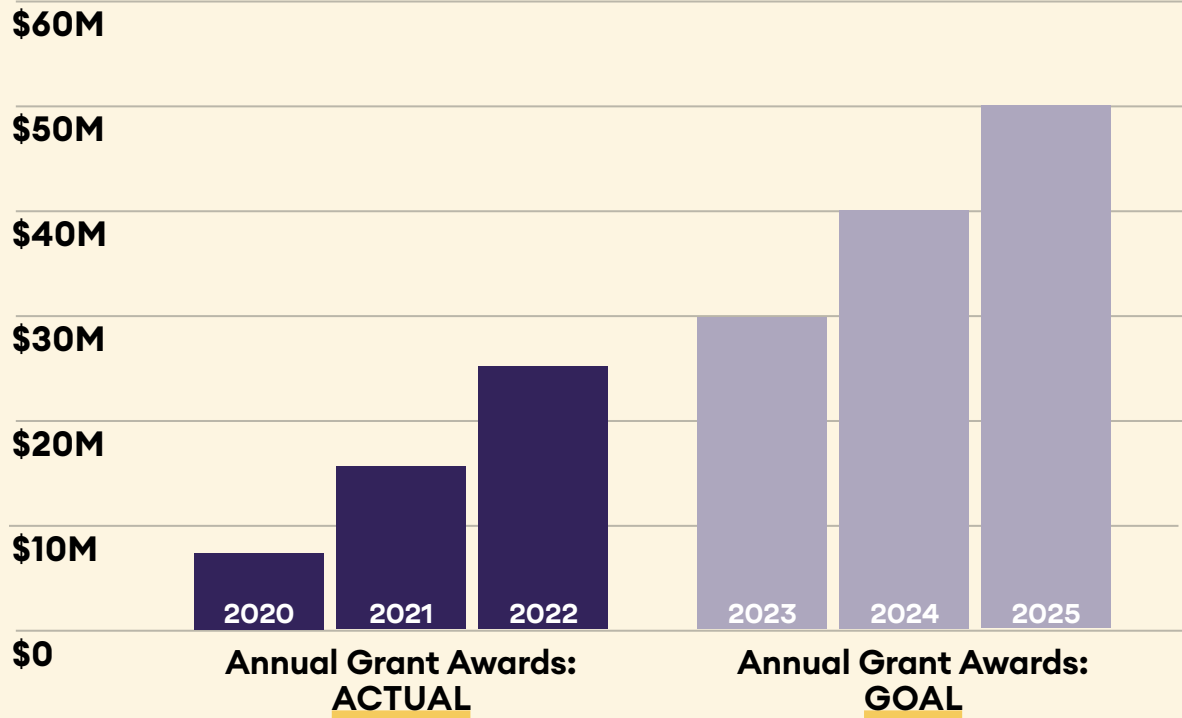
Erin Rogers *Melanie Allen*

Erin Rogers
Co-Director

Melanie Allen
Co-Director



HIVE FUND GRANTMAKING



Our Grantmaking

The Hive Fund for Climate and Gender Justice is a specialized intermediary that raises funds and makes grants to groups that have historically lacked access to funding and are building power to address intersecting climate, gender, and racial justice crises in the US. We focus our grantmaking in the US South, where both pollution levels and emerging clean energy opportunities are high yet philanthropic funding levels are low. Hive Fund grants are awarded to constellations of groups using a range of tactics and strategies to tackle deep-rooted problems and promote proactive solutions within key geographies. We also provide funding for collaborative infrastructure across groups.

The Hive Fund supports grantee partners that are charting paths toward the following shared goals:

-  **Rapidly transition to renewable energy in ways that equitably redistribute leadership, ownership, and benefits to disinvested communities in the US South and beyond.**
-  **Stop the expansion of dirty energy industries in the US South, break their political, economic, and social stranglehold, and reduce their pollution and other direct harms to communities.**
-  **Increase the positional power of women of color leaders and resource them to succeed and thrive.**

GRANTMAKING SNAPSHOT

110

grantee partners

75%

of grant dollars have gone to groups led by Black, Brown, Asian American and Pacific Islander, and Indigenous women

90%

of grants are 3-year, general operating support

\$300K

median three-year grant size (\$100K/year)

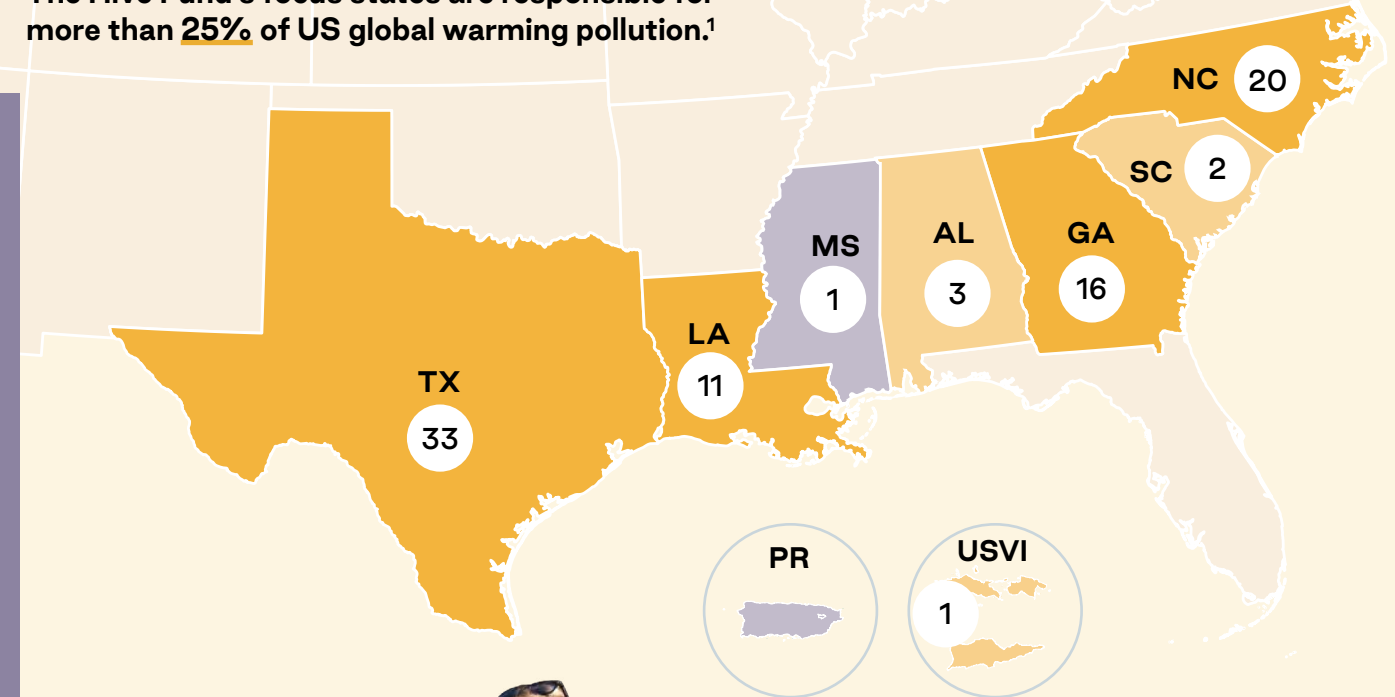
88%

of grants have gone to groups based and working in the US South.

HIVE FUND FOCUS STATES AND GRANTEE PARTNER DISTRIBUTION

We focus our grantmaking in the US South, where both pollution levels and emerging clean energy opportunities are high yet philanthropic funding levels are low (see page 14).


The Hive Fund's focus states are responsible for more than **25%** of US global warming pollution.¹



OUR GRANTS ARE

- ▶ **Multiyear general support:** Recognizing grantees' expertise and maximizing their flexibility and financial security
- ▶ **Multipronged:** Supporting many tactics and levers of change
- ▶ **Multisolving:** Not requiring groups to work in single-issue silos

Our grantee partners represent a diversity of groups, disrupting the systemic racism that tilts the playing field toward predominately White-led organizations.

 Visit hivefund.org for a full list of grantee partners.

¹2022 emissions data from the [Rhodium Climate Deck](https://rhodiumclimate.com)

The Listening Tour Insights From Grantee Partners

In spring and summer of 2022, Hive Fund staff—along with advisors and allied funders—fanned out to meet with more than 60 grantee partners in person in Texas, Louisiana, Georgia, and North Carolina. Being together in their communities, seeing firsthand what they are building and the challenges they face, helped shape our theory of change, grant strategy, and the ways we show up as funding partners. The Listening Tour also yielded insights that we are eager to share with fellow funders and others interested in moving toward climate, gender, and racial justice.²

² The Hive Fund engaged [FSG](#), a social impact consulting firm, to support analysis of grantee partners' input during the Listening Tour. Together, we developed the following interconnected top-line messages based on what we heard from partners.

Grantee partners want to spend more time “building the good” than “fighting the bad,” understanding that both are needed.

Asset framing honors the strengths grantees bring to the table and the value of a proactive strategy. It recognizes that a key tactic of those who oppose racial, climate, and gender justice is to overwhelm organizations and communities with a relentless onslaught of policy, legal, and other fights to keep groups in a reactionary stance, pulling them away from enacting bold, proactive visions. “Building the good” includes taking advantage of the historic momentum around climate justice to create and implement alternatives to dirty and unjust energy systems, shape new narratives, and fight for the things we love.

WHAT FUNDERS CAN DO: Shift mindsets and practices in philanthropy to recognize community-based organizations as architects and drivers of climate justice solutions. Resource them with general support flexibility so they can find where there’s traction to propel progress, instead of tying them to narrow and short-term campaign goals.

“We wanted to present other sides of our history, like the folklore that has been so rich in our lives...We really saw the opportunity for economic development and the need to have industry outside of heavy polluting industry and petrochemical industries...We are fighting to protect our land and our community, rooted in us being able to find that history.”

– **Joy Banner**,
Descendants
Project (LA)



“People are looking to celebrate who they are, the cultures and families and communities that they come from. I think so often the movement can feel like anger or protest or barriers or challenges—which is necessary, but more importantly we can build on how people feel in community and the things that they love about their communities.”

– **Logan Burke**, Alliance for Affordable Energy (LA)

Achieving lasting change requires building and flexing power at the level of government. Plant-by-plant campaigns and other local battles can be waged in ways that build power for larger systems change.

Laws, policies, and public budgets are necessary to facilitate an equitable energy transition at the transformative scale needed. Grantees see opportunities to influence and shift government, especially at the local and state level, through coalitions and formations that integrate year-round civic engagement, community organizing, policy advocacy, and decision-maker education.

WHAT FUNDERS CAN DO: Increase support for organizations that understand how to build people power and the importance of multisolving. Fund in ways that promote collaboration and decrease competition, give smaller groups capacity to join coalition efforts, and provide coalition infrastructure (without forcing it) to amplify groups' power.

Power responds to power. And if you don't have it, you can march all you want, but they won't listen. Every day we are teaching adults where power is and how democracy works, so we can make it work for us."

– Elizabeth Valdez, Industrial Areas Foundation (TX)



Our vision is being able to support a more robust ecosystem that represents truly grassroots formations, and having a seat at the table alongside the multimillion-dollar 501(c)(3)s that have been at this table for years. And in a way that is not tokenizing, but is about really representing the needs of communities."

– Serena Sebring, Blueprint North Carolina (NC)



Healing justice and holistic security (see page 37) are critical to addressing trauma and burnout and maintaining the long-term strength and vitality of leaders and movements.

Staff and volunteer leaders at grantee organizations are often underpaid and stretched thin juggling incoming demands at a relentless pace. Women and people of color are emotionally taxed managing the compounding trauma from generational racism and sexism. Burnout, conflict, and illness take a toll on the movement, but can be diminished if we're intentional about resourcing the people doing this incredibly important work with tools for collective care and building power to change the systems causing the harm.

WHAT FUNDERS CAN DO: Validate and normalize organizations dedicating budget and time for healing justice and holistic security tools and practices. Ask grantees about what they need to advance healing, wellness, and security in their organizations. Get rid of limits for "overhead" in organizational budgets. Express gratitude.

A lot of our work is directly tied to trauma: There is hurt and anger. Leaning more into healing and security for staff is important because we often mask these feelings and feel guilty about taking breaks in order to provide support to the community. It's hard to move beyond hurt and anger while many of our people are experiencing it."

–Hive Fund grantee partner



I see it happen in every organization in this area, where the leaders and the worker bees are over capacity because they're so passionate about what they do, that there's never a point of rejuvenation...We need community capacity for care and healing."

– Chester Williams, A Better Chance, A Better Community (NC)

Groups want the financial security and flexibility to be able to play the long game: Develop bigger picture strategy and vision, do long-term planning, build teams, and have the capacity to respond to emerging opportunities.

Organizations led by people of color disproportionately receive smaller, shorter-term grants than their White-led counterparts, and people of color-led organizations are often bound to agree to funder-proscribed deliverables and metrics to receive funding.³ Many grantees expressed a desire to be valued by funders as partners who bring strategic expertise in addition to their implementation skills.

³ "Racial Equity and Philanthropy", Echoing Green and The Bridgespan Group, May 4, 2020

WHAT FUNDERS CAN DO: Make larger, longer-term, flexible grants and renew them. Examine biases that can result in mistrust. Minimize application and reporting requirements and be open to new ways of learning with grantee partners about what's actually working (and what's not).


A lot of times people will invest in a thousand different environmental models, but when it comes to similar issues within the Black community, [funders] only seem to marginalize engagement to one thing. A vast majority of White philanthropy wants to hear how many doors you will knock on, and how many voters you will turn out, and nothing regarding systemically changing the laws affecting the Black community."

– Marcus Bass, North Carolina Black Alliance (NC)



Multiyear general operating [support] allows groups to resource ideas and collaboration rather than a set of very particular tasks that feel more transactional... What we can learn from the other side is they fund ideas, and they fund them for decades, and then it comes to fruition."

– Anika Fassia, We Make the Future (TX)

 [Read the full report from on lessons learned from our Listening Tour here.](#)

Faces of Southern Power Builders

Photos in **Texas and Louisiana** by Jorge Sanhueza-Lyon,
North Carolina by Cornell Watson and
Melissa Alexander, and **Georgia** by Melissa Alexander

During our Listening Tour we partnered with three local photographers to take portraits of some of the leaders driving transformational change in the US South. We are incredibly grateful to these leaders and many others creating new maps for change across the South.

Our Theory of Change

The Hive Fund raises funds, makes grants, and makes connections

We make significant, multiyear, general support grants focused in the US South, and invite funders to learn and invest alongside us

To scale up funding to organizations

Grantee partners are led by Black, Brown, Asian American and Pacific Islander, and Indigenous women and others advancing urgent climate solutions while addressing the systems of injustice at the root of the crisis

That build power

People Power

Securing reflective and responsive government and equitable climate and energy policies

Economic Power

Developing alternative economic models and increasing access to public and private finance

Cultural Power

Expanding imaginations and building momentum for social change

Healing Justice & Holistic Security

Protection from the harmful effects of pollution and historic and ongoing trauma from unjust systems

To achieve shared goals

Rapidly and equitably transition to renewable energy

Stop the expansion of dirty energy industries

Increase the positional power of women of color leaders

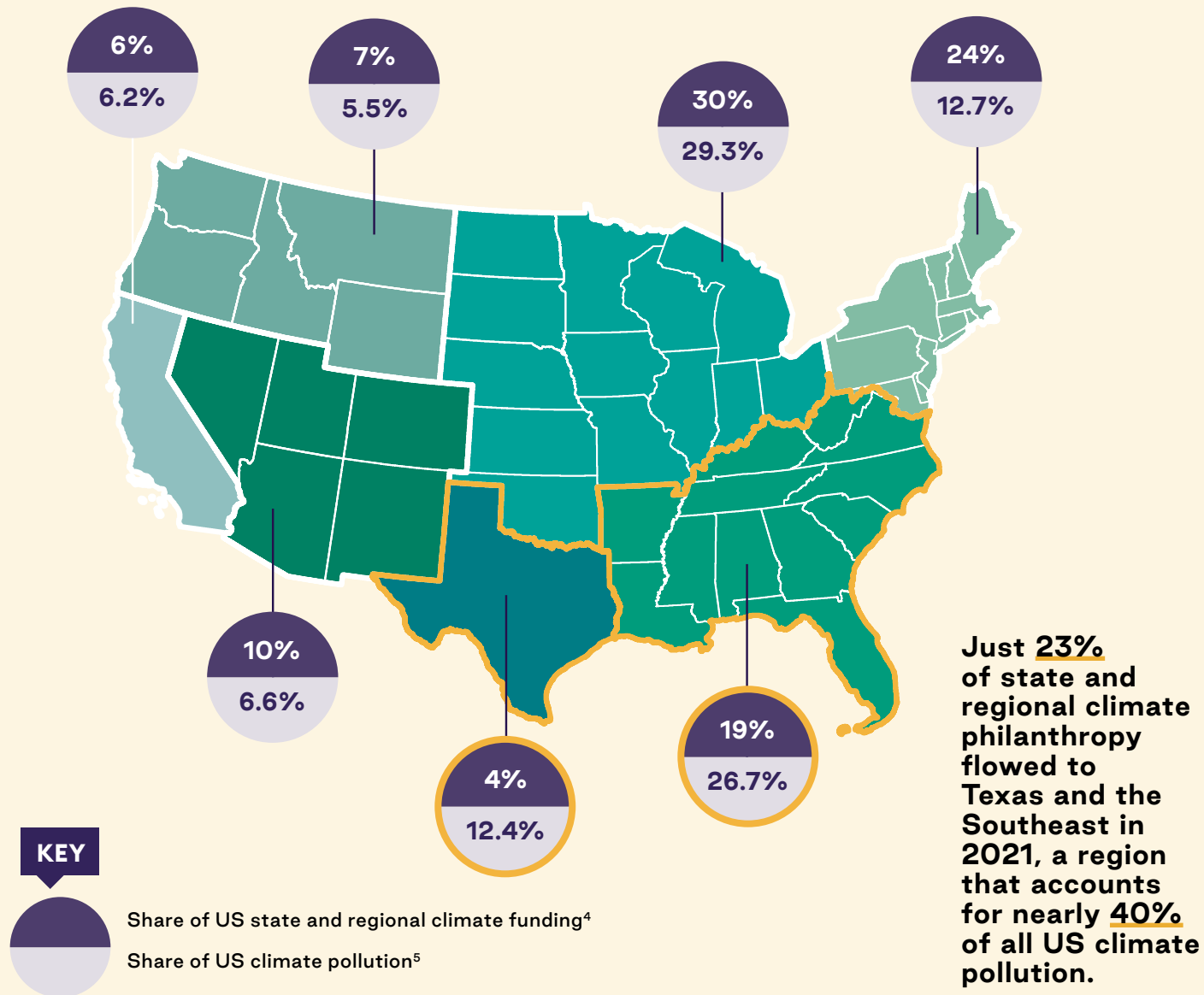
And change unjust systems



Why the South

There is no path to meeting national and global climate commitments that does not run through the US South. Yet climate philanthropy has severely underinvested in the region.

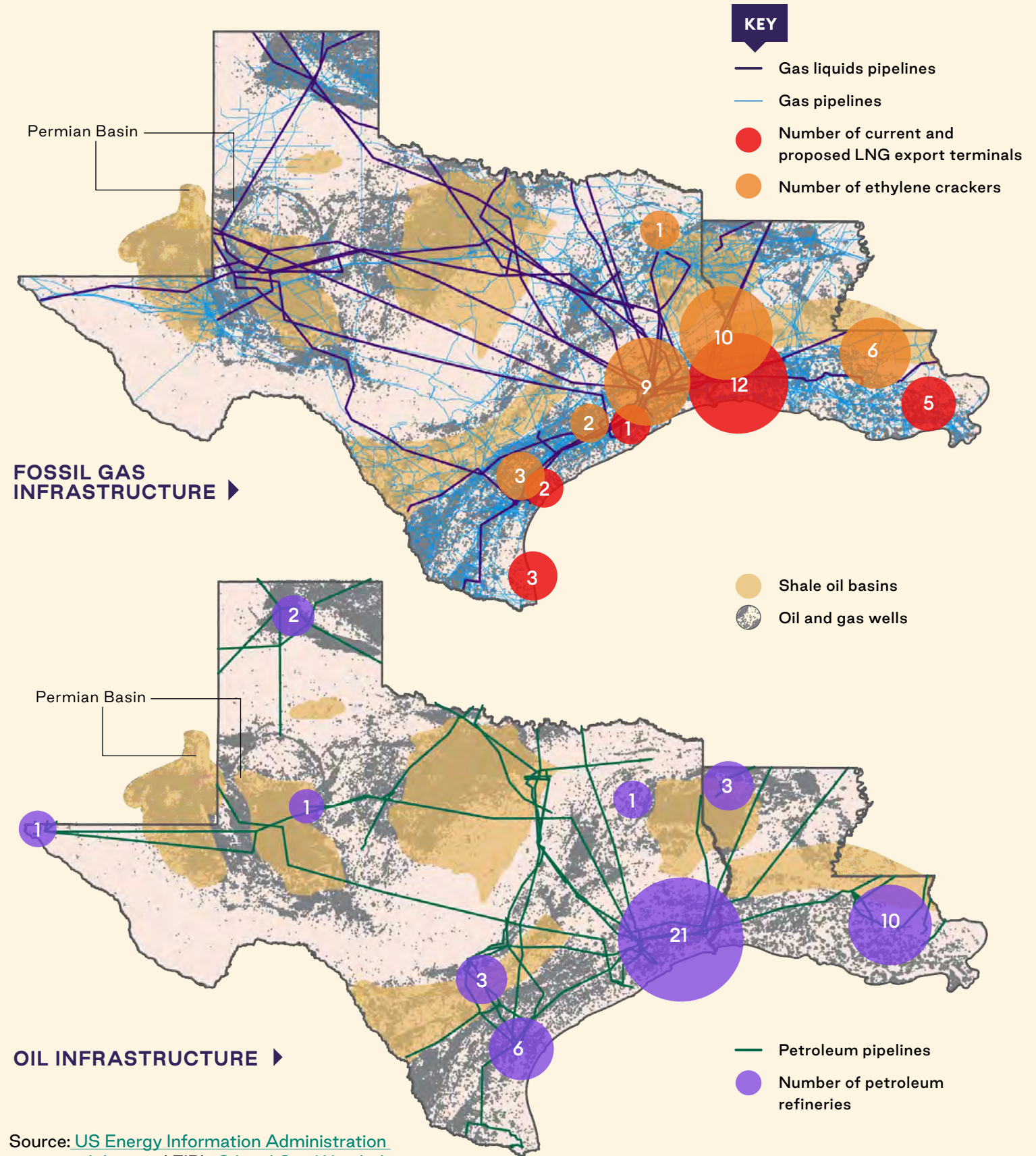
A third of the \$900 million in annual US climate funding from foundations goes to groups working at the regional and state level⁴. Of this state and regional funding, just 23 percent flowed to the Southeast and Texas in 2021, a region that accounts for nearly 40 percent of all US climate pollution.⁵ The Hive Fund aims to substantially increase philanthropic funding in the region to accelerate national and global climate momentum while also cleaning up intolerable levels of air and water pollution in communities of color.



⁴ Preliminary 2021 data provided by Climate and Energy Funders Group

⁵ 2022 emissions data from the [Rhodium Climate Deck](#)

The concentration of oil, gas, and petrochemical facilities make Texas and Louisiana combined the ninth largest climate polluter in the world. If proposed new facilities are built, these states would rank as the world's seventh largest polluter.



NORTH CAROLINA

Shaping a More Equitable Renewable Energy Transition

North Carolina is by many accounts a solar success story. Between 2010 and 2020, solar jumped from nearly zero to seven percent of the state's energy mix,⁶ and North Carolina ranked third nationally in solar generating capacity,⁷ most of it coming from utility-scale projects in rural areas of the state. But the communities where this solar is situated rarely see the economic benefits. They don't even have access to the energy created there.

Under state law, Duke Energy, the monopoly utility that provides power to most North Carolinians, has an exclusive right to sell power in its territories, giving it almost total control over the state's solar industry. In 2018, in a case intended to test the limits of this restrictive regulatory scheme, local nonprofit NC WARN was fined \$60,000 for installing a solar array on a Greensboro church and selling it power at a reduced rate.

NC WARN is part of a growing movement of organizations—many of them led by women of color—that are working to wrest control over energy policy and production from Duke and shape a more equitable renewable energy transition.

Ajulo Othow is a community leader, policy advocate, and renewable energy entrepreneur in rural North Carolina who sees what a boon solar could be for communities. "Many of these rural places have not seen this level of investment in decades," she said. "This is an opportunity for African American people and people of color across the Southeast, in terms of benefitting their families and their rural communities, but there are too few of us involved in it."

⁶ [US Energy Information Administration](#)

⁷ [US Energy Information Administration](#)



“When I tell people that I work in the solar industry, they say, ‘You mean those solar fields that I see dotted across the landscape? What good is that for me?’”

— **Ajulo Othow**
EnerWealth Solutions

Ajulo Othow in front of a community solar array at Roanoke Electric Cooperative, photos by Cornell Watson

Othow partnered with The Roanoke Center, the nonprofit affiliate of local utility Roanoke Electric Cooperative (REC), to develop new models for bringing renewable energy and wealth-building opportunities to its largely Black, low- and moderate-income membership. As one of 26 rural electric cooperatives in North Carolina that serve customers outside of Duke Energy territory, REC has freedom to innovate, and has become a leading light for progressive co-ops across the South and beyond.

Its flagship program is an on-bill energy efficiency financing program that lowers energy bills for members while reducing peak energy costs for the utility. Subscriptions to a community solar array on REC's property are also being leveraged with philanthropic support to fund repairs for homes that are not structurally sound enough for energy upgrades. Now REC is working with Othow's company, EnerWealth Solutions, to build three more arrays,

along with battery storage, on land leased from Black farmers. The projects will make the local grid more resilient and reduce costs for everyone, while generating extra income for the farmers.

“The [land] lease rate is more than 10 times what [the farmers] would normally receive if they were leasing for other uses, like for farming,” said Othow, noting that lucrative solar leases typically go to White landowners who have much more acreage to offer big developers.

These initiatives are part of a larger vision REC has to reach net zero by 2050 in a way that benefits both their members and their bottom line, a vision they are working to spread to other co-ops through a partnership with Clean Energy Works, another Hive Fund grantee partner.

“Our experience over the last seven years is that well-organized rural communities are faster to achieve their goals,” said Holmes Hummel, former US Department of Energy policy advisor

and founder and co-executive director of Clean Energy Works. “Electric cooperative victories often precede changes that the for-profit utilities from the major cities turn in. We’ve seen that in multiple places now.”

Outside of rural electric cooperative territories, community benefits from solar development have been harder to attain. Utility-scale solar in nearby Halifax County is booming, but due to land requirements and other factors, Black people and other people of color have been largely excluded. Mazine Lowe, who runs the Center for Energy Education in Roanoke Rapids, focuses her efforts on getting residents job opportunities. The center has trained over 280 people—including women and formerly incarcerated individuals—for solar jobs and helps them get hired when new projects come to the area.

“There are limited workforce opportunities, and there are limited opportunities for people of color to grow and to prosper and to be part of the economic growth in rural counties,” she explained. “We are really impacting not only individuals, which is very important, but we are improving the economics of the county, and that is equally important.”

The Center for Energy Education and other Hive Fund-supported community groups like A Better Chance a Better Community are also looking for ways solar developments can directly benefit communities and be better neighbors, including community benefit agreements and opportunities for community members to participate in planning processes for projects that impact their neighborhoods.

“People are not directly benefiting from [solar],” said Othow. “When I tell people that I work in the solar industry, they say, ‘You mean those solar fields that I see dotted across the landscape? What good is that for me?’”

“North Carolina is supposed to reduce carbon by 70 percent by 2030, [and] many consumers look at solar as a fraud,” she said. “If I’m able to make a difference, then hopefully they will actually see the benefits of the panels that are going up across the landscape.”

Othow sits on the board of the Center for Progressive Reform, a leading policy advocacy group that, alongside NC WARN and other groups, is pushing for a more equitable renewable energy framework in the state. They are also building public pressure on Duke Energy to meet its stated climate goals, so that the state and municipalities can meet theirs. Public support for renewables is critical to this effort.

“I view success across all of the work that I do in North Carolina as creating more opportunity for people to benefit...environmentally, in terms of resilience to climate change, and economically as a result of this transition to clean energy,” Othow said, noting that as real benefits to people increase, public support does too, allowing renewables to expand further and faster.



Progress & Opportunities

Hive Fund grantee partners have made tremendous progress toward our shared goals over the past three years using a set of key strategic approaches. We share some of that progress here, as well as opportunities we see as priorities for expanded grantmaking in the next three years.

STRATEGIC APPROACHES

- ⦿ Accessing finance and other economic tools to accelerate an equitable and just energy transition
- ⦿ Stopping and stalling new dirty energy and petrochemical industries
- ⦿ Shaping, winning, and implementing strong and equitable clean energy policies
- ⦿ Making climate justice movements more powerful, collaborative, and inclusive
- ⦿ Strengthening and flexing people power through increased civic engagement
- ⦿ Motivating people to action through communications, emotion, connection, values, and expanded imagination



Accessing finance and other economic tools to accelerate an equitable and just energy transition

To fulfill its Paris climate commitments, the United States will need to invest at least \$250 billion in clean energy and other climate solutions each year this decade.⁸ The billions of dollars allocated to climate and energy through the Infrastructure Investment and Jobs Act and the Inflation Reduction Act are a small start, tempered by continued investment in fossil fuel production and use. The Hive Fund supports groups working to ensure that public grants, loans, and tax credits, as well as private finance, are invested in ways that simultaneously reduce climate pollution and build wealth, health, and resiliency in communities that have borne the brunt of dirty energy and systemic disinvestment.

GRANTEE PARTNER PROGRESS

- ▶ **The Justice40 Accelerator**, a collaborative project anchored by Partnership for Southern Equity, has supported more than 100 climate and environmental justice organizations in accessing funding to implement community designed solutions. They have helped groups attain more than \$10 million in project funding in the last year and advised federal agencies on how to best reach historically disadvantaged communities.
- ▶ **Inclusiv**, a community development credit union and a capacity-builder for community development finance institutions, has provided training to nearly 200 financial institutions and lending professionals in making loans in historically excluded communities. This work has unlocked more than \$1.5 billion in affordable green lending, including \$190 million in clean energy and energy-efficiency loans in low- and moderate-income communities of color.
- ▶ **Community groups** in predominately Black and Brown Northeast Houston, including West Street Recovery and Northeast Houston Redevelopment Council, have coalesced around successful legal and public pressure campaigns for more equitable distribution of disaster relief, flood mitigation infrastructure, transit, and other public funds to their disinvested and over-polluted communities.

⁸ "The Landscape of Climate Finance in the United States", Climate Policy Initiative, March 18, 2021



Photo courtesy of Northeast Houston Redevelopment Council

OPPORTUNITIES

Increased support for the climate finance grantmaking initiative we launched in 2022 will enable us to meet growing demand from grantee partners as new financing streams become available. Inclusiv, National Bankers Community Alliance, and others are advocating for the billions of dollars in the Greenhouse Gas Reduction Fund created through the Inflation Reduction Act be allocated in ways that support climate solutions in disinvested and pollution-burdened communities. There's an urgent need to support organizations across the South in seizing this window of opportunity to access financing from across the federal government and private sector for climate justice projects.

Rural communities are poised to receive more investment than they have seen in a generation. Continued and increased funding will allow us to provide grants to groups pushing rural electric cooperatives to use federal funds for programs designed to reduce energy use and electric bills for the most energy-burdened in their service areas (like the on-bill financing program pioneered by Roanoke Electric Cooperative, see Page 16).



Stopping and stalling new dirty energy and petrochemical facilities

The world's foremost energy agency recently declared that no new oil and gas fields, coal mines, or mine extensions should be approved if the world hopes to reach its mid-century climate goals.⁹ And yet, permits for new oil and gas drilling wells in the Permian Basin—the world's highest-producing oil field—surged to an all-time high in 2022. Hundreds of new processing facilities have been proposed along the Texas and Louisiana coasts—mostly in Black and Brown communities—to transport this oil and gas; refine it into chemicals, plastics, and fuels; and export it around the world. Along the South Atlantic Coast, utilities are trying to replace closing coal plants with new gas plants and harmful biogas facilities, locking in another wave of fossil infrastructure for generations. Forests in this region are also being clear-cut to provide wood pellets that are exported and burned for energy, making flood-prone Black, Brown, and Indigenous communities even more vulnerable to the impacts of climate change.

GRANTEE PARTNER PROGRESS

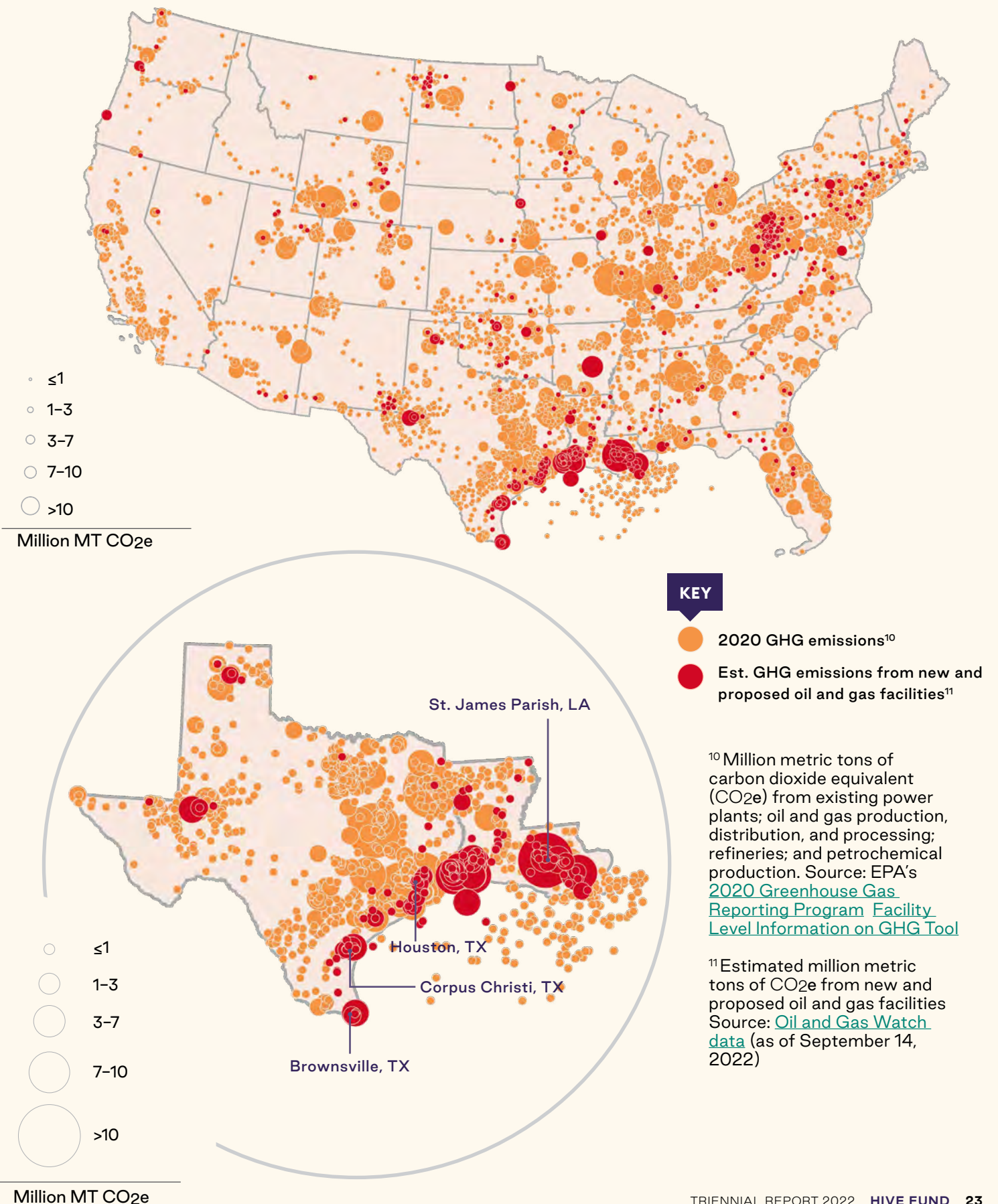
► **In Brownsville, Texas** local Sierra Club organizers and the Carrizo/Comecrudo Tribe led a coalition that stopped one and stalled two planned liquified natural gas (LNG) export terminals. Of the remaining five top-priority LNG terminal fights along the Texas-Louisiana coast, community groups have helped stall final investment decisions on all but one. Four of the six top-priority proposed oil export terminals along the Gulf Coast are also being contested and successfully delayed by community-based coalitions that include Healthy Gulf and Foundation for Louisiana.



[Hear from a leader in Corpus Christi, Texas about community organizing against oil and gas expansion](#)

⁹ [Net Zero by 2050: A Roadmap for Global Energy Sector](#), International Energy Agency, May 2021

The Gulf South is ground zero for pollution increases from proposed new oil and gas facilities.



- ▶ **In Louisiana's Cancer Alley**, coalitions led by Rise St. James and other community groups stopped both the Formosa plastics and petrochemical complex, which would have tripled levels of cancer-causing toxins in surrounding communities and been the nation's largest source of global warming, and the South Louisiana Methanol petrochemical complex, which would have been North America's largest methanol factory.
- ▶ **Community groups** in St. Croix got the US Environmental Protection Agency to shut down a leaking and massively polluting oil refinery that was once the largest in the world.
- ▶ **RedTailed Hawk Collective** helped permanently stop a new facility in Lumberton, a majority Indigenous and Black community in North Carolina, that would have clear-cut more than 9,600 acres of local forestland to make bio-fuel wood pellets for European Union markets.

OPPORTUNITIES

Together, Texas and Louisiana emit more than 15 percent of all US climate pollution. If the proposed wave of Gulf South oil and gas infrastructure is built, climate pollution from those states is projected to jump by 25 percent,¹² potentially nullifying all emission reductions in the US from the last 15 years¹³ and making Texas and Louisiana together the seventh largest climate polluter in the world.

Efforts to stop and stall this expansion have been complicated by the growing momentum of carbon capture and sequestration (CCS). Industry is using the promise of CCS to fast-track expansion and undermine efforts to replace oil and gas with cleaner forms of energy. The Inflation Reduction Act includes billions of dollars in new federal funding and tax breaks for these risky and unproven technologies. Plans for CCS facilities are concentrated in Black and Brown communities in states like Texas and Louisiana, with industry-friendly regulatory agencies that are less likely to ensure that these technologies actually work or meet health and safety requirements. Community-led coalitions that have been fighting oil and gas industrial expansion will need even more support as they grapple with this emerging threat.

¹² Hive Fund calculations based on data from [EIP's Oil and Gas Watch](#)

¹³ "[Emissions in the Stream: Estimating the Greenhouse Gas Impacts of an Oil and Gas Boom](#)", IOPScience, January 14, 2020

New investments are also needed across the South for coalitions forming around industries like biomass from wood pellets, biogas from industrial hog waste lagoons, and the buildout of new fracked gas facilities for power plants—polluting infrastructure that is poisoning communities' air and water while delaying adoption of cleaner renewable energy sources.



Grantee partners in Brownsville, Texas, photo by Jorge Sanhueza-Lyon



Shaping, winning, and implementing strong and equitable clean energy policies

Electric utilities and state regulators across the South are overhauling rules governing energy, often in response to storms or statewide climate commitments, creating historic opportunities for advocates to help design more equitable energy frameworks. New clean energy industries are opening shop in the South, bringing with them the opportunity for workers and communities to broker policies for equitable hiring and community benefits. Ensuring that Black, Brown, and Indigenous communities have a meaningful seat at the table will make these advocacy efforts more effective and results more durable.

GRANTEE PARTNER PROGRESS

- ▶ **Coalitions of groups**, including many grantee partners across North and South Carolina, have won important victories in pushing for cleanup of the nation's worst utility climate offender, Duke Energy.¹⁴ They stopped Duke's plans to add 50 new fracked gas-fired plants in the Carolinas and won a commitment to close all coal-fired power plants in North Carolina. North Carolina Black Alliance and the NC Climate Justice Collective also helped thwart the utility's attempt to weaken public oversight of and participation in its carbon planning processes.
- ▶ **In Texas**, community organizers from Industrial Areas Foundation (IAF) helped defeat reauthorization of the state's largest oil and gas tax subsidy program, which incentivizes dirty energy while draining public school budgets. At the local level, transit equity groups in Houston succeeded in pushing the transit agency to go all-electric by 2030 and mounted a successful civil rights challenge to a proposed freeway expansion.
- ▶ **In Louisiana**, the Gulf South for a Green New Deal formation of more than 60 frontline groups helped shape the Governor's Climate Initiatives Task Force recommendations for meeting the state's goal of cutting its global warming pollution in half by 2030, and Alliance for Affordable Energy's recommendations for improved and equitable energy efficiency, grid reform, and renewable energy policies were adopted.

OPPORTUNITIES

Groups are working overtime to engage in a multitude of regulatory processes. Simultaneously, electric vehicle and renewable energy manufacturing are rapidly growing in the region. Intervention at this critical moment can ensure new industries don't replicate the exploitative and polluting practices of the old. Increased philanthropic investment will allow us to support community-based advocates participating in regulatory proceedings, organizing stakeholders, and engaging with new industry actors in ways that build power and deliver tangible results.



Hear from an organizer about IAF's successful campaign



Photo courtesy of NC Climate Justice Collective

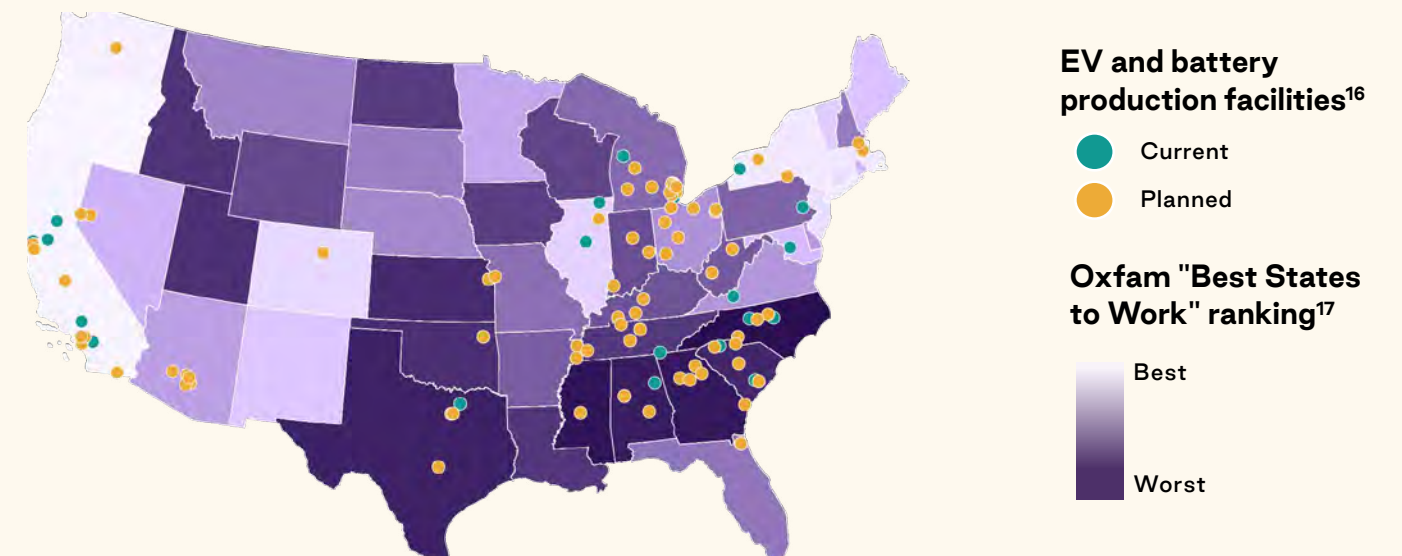
¹⁴ "Research Ranks Duke Energy Worst Climate Offender," NC WARN, February 2021

¹⁵ "The Motor City is Moving South as EVs Change the Automotive Industry," CNBC, August 14, 2022

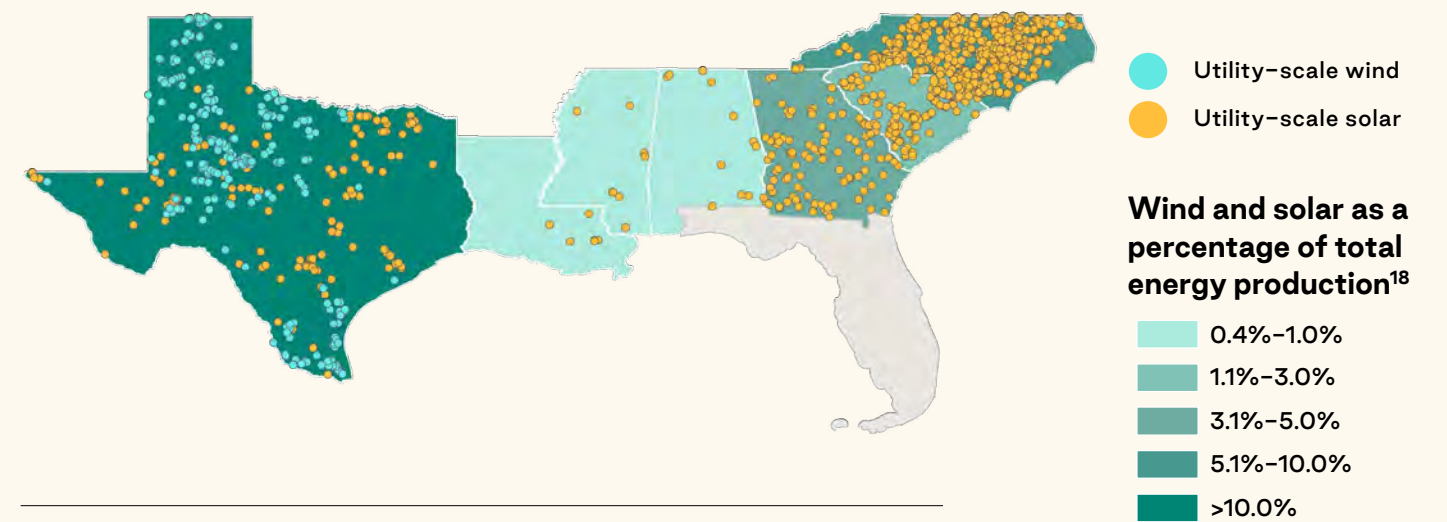
The South is a new hub for renewable technology manufacturing and renewable energy production

Nearly two-thirds of the \$36.3 billion of new US auto manufacturing announced in 2021 will be located in the South, much of it for electric vehicles (EVs)¹⁵ and new battery manufacturing facilities. Following passage of the Inflation Reduction Act, First Solar, the largest manufacturer of solar panels in the US, announced it would invest up to \$1 billion in a new manufacturing facility in the South.

As of September 2022, six of the seven states on which the Hive Fund focuses are ranked at the very bottom of the Oxfam "Best States to Work" report. Those same states are expected to add 38,000 new EV and battery manufacturing jobs.



Much of the nation's renewable energy is also being produced in the US South. The Hive Fund's seven-state region contributes nearly a third of all US wind energy and more than a quarter of all US solar energy.



¹⁶ Atlas EV Hub as of September, 2022

¹⁷ "Best and Worst States to Work in America 2022," Oxfam America

¹⁸ US Environmental Protection Agency's 2020 eGRID data



Making climate justice movements more powerful, collaborative, and inclusive

Organizations across the South are becoming increasingly sophisticated about coalescing in movement formations, coordinated tables, and coalitions, boosting their power far beyond what single organizations could do alone. Gulf South for a Green New Deal, Southern Communities for a Green New Deal, Southeast Climate and Energy Network, Advancing Equitable Opportunities, and others have played prominent roles in reimagining and reshaping what climate solutions look like in ways that have helped build public traction and excitement.

White nationalist and antidemocratic forces are responding to this growing power, using everything from violence to grievance narratives to intimidate people and fracture multiracial coalitions. Burnout is also threatening the health of the movement, from the stress of managing conflict to responding to crises and expending the emotional labor needed for collaborations across difference.

GRANTEE PARTNER PROGRESS

- ▶ **In Texas**, a coalition of 24 democracy-building, worker justice, environmental justice, and larger statewide and national environmental groups is making progress on building a united vision and action plan for achieving energy democracy in Texas.
- ▶ **In North Carolina**, grantee partners Sol Nation, NC Climate Justice Collective, NC Black Alliance, and Center for Energy Education are collaborating to prepare a new cadre of leaders to engage in upcoming planning processes that could reshape the state's approach to allocation of infrastructure and conservation dollars, permitting processes, and cumulative impacts.
- ▶ **Local groups across the South** are forming powerful issue-specific coalitions, including an effective utilities justice campaign in Albany, Georgia, mounted by the Albany Coalition to Lower Utility Bills, which won new consumer protection policies and \$2 million in public funding for housing, clean energy, and climate justice.



[Hear about the utilities justice campaign from a coalition leader](#)



Photo courtesy of Southeast Climate and Energy Network

- ▶ **Security protocols** implemented with Hive Fund support helped one grantee partner thwart a right-wing infiltration attempt, while another grantee partner was able to access emergency mental health counseling after being attacked and threatened online by White supremacist troll factories.

OPPORTUNITIES

Environmental justice and Green New Deal movements helped create historic momentum for climate action that has shaped laws, policies, and investments at all levels. With sustained funding, the Hive Fund will continue to direct our grantmaking toward what it takes to build strong and healthy movement ecosystems—including coalition and collaboration infrastructure, leadership and talent development, healing justice, and security—to ensure leaders and organizations can meet this moment with power and keep up public pressure even as crises intensify.



Strengthening and flexing people power through increased civic engagement

Change at scale requires governmental action. To shift policies and budgets in response to public demands, government leaders need the political will to overcome powerful incumbents, wealthy opponents, harmful ideologies, and other barriers. Political will floats many boats, creating the space for change at many levels at once, as opposed to fighting endless one-off policy campaigns. The United Nations Intergovernmental Panel on Climate Change’s most recent assessment calls attention to this, highlighting the need to increase political participation of women, people of color, and other marginalized groups to achieve global climate goals.¹⁹ Across the US, but especially in the South, these groups are facing rising voter suppression, violence, and disinformation meant to discourage their political participation. Grantee partners are working year round to disrupt these anti-democratic forces and build political will for a rapid clean energy transition through community organizing and civic engagement.

GRANTEE PARTNER PROGRESS

► **Civic engagement groups** in Texas, including Texas Freedom Network, Texas Organizing Project, and Jolt, helped boost turnout among young voters—who make up nearly half of all eligible voters and are 70 percent people of color—from 28 percent in the 2016 presidential election to 41 percent in 2020.²⁰ In the absence of federal and state action to support voting rights, a coalition of groups including MOVE Texas and Texas Freedom Network, organized under the banner of Democracy From the Ground Up, won passage of 60 local pro-voter reforms in 12 of Texas’ most populous counties.



[Hear from MOVE Texas about their successful voting rights work](#)

► **North Carolina grantees** won improved online voter registration policies that expanded access to the ballot for more than a half million new voters in 2020, and in 2022 helped secure the vote for individuals serving a felony sentence who are not in jail.²¹ Civic engagement work by Siembra NC helped boost registration among the state’s growing Latinx population by 36 percent between 2016 and 2020.²²

¹⁹ [Working Group III Contribution to the 6th Assessment Report: Chapter Five, “Demand, Services, and Social Aspects of Mitigation,”](#) UN Intergovernmental Panel on Climate Change, November 28, 2021



Photo courtesy of Texas Freedom Network

► **In Houston**, groups including Air Alliance Houston helped educate a slate of new environmental and climate justice champions in county government, resulting in bigger budgets and more political will for pollution control, air monitoring, and enforcement of regulations against oil and gas industries.

OPPORTUNITIES

Despite huge successes in voter turnout 2020, nonpartisan civic engagement groups in the region have seen a decrease in direct giving since then. To protect communities from voter intimidation and suppression tactics, hold the ground they’ve gained, and continue to build momentum for even more wins, groups urgently need renewed and increased philanthropic support for year-round, integrated, cross-issue civic engagement work. This includes nonpartisan efforts to boost turnout and ensure that voting processes are fair and accessible—especially for those who have been historically disenfranchised—as well as educating decision-makers, holding them accountable, and helping them deliver tangible benefits that in turn inspire more civic engagement. This integrated power-building work is especially opportune in the South, where demographics are shifting and the sophistication and collaborative abilities of civic engagement coalitions are growing.

²⁰ [“Half of Youth Voted in 2020, an 11-Point Increase from 2016,”](#) Tufts University, Tisch College, April 19, 2021

²¹ [“Thousands of NC residents serving a felony sentence can now vote. Here’s what to know,”](#) The News & Observer, July 27, 2022

²² [2020 Voter Turnout Report](#), Democracy NC



Motivating people to action through communications, emotion, connection, values, and expanded imagination

Dirty energy industries understand the importance of winning the hearts and minds of the public and spend significant amounts to promote and maintain positive narratives about their harmful products, from sponsoring little leagues to hiring public relations shops to shape news reporting. Grantee partners are eager to increase their communications efforts, understanding that stories and messages rooted in lived experience and cultural identity have proven effective in countering harmful messaging and building alignment toward positive visions of change. They are working across the South to connect with people through arts, culture, storytelling, and other creative means to expand imagination and mental maps about what's possible, helping channel people's worry and despair into agency through organizing and advocacy.

GRANTEE PARTNER PROGRESS

► The Texas for All coalition, which includes more than 100 civic engagement, climate, labor, and democracy organizations, partnered with We Make the Future to develop a shared "Know Our Worth" narrative platform to intensify public demand for change by uniting Texans around a new vision for the state's future. Groups are being trained and supported to use evidence-based techniques to make digital and social media communications around this narrative more effective.



[Hear from We Make the Future about the impact of coordinated narrative work in Texas](#)

► After Winter Storm Uri, groups in Texas effectively capitalized on public anger to foment calls for reform, generating media headlines and a massive uptick in social media attention around conflicts of interest and other failings of state regulatory agencies. An analysis of Twitter data shows keywords related to energy and electricity issues increased from 61,000 tweets in 2018 to more than a million two years later.

► Independent news outlets The 19th and Capital B are increasing coverage of climate and gender justice issues on their online platforms and sharing their articles for republishing by more mainstream outlets.

OPPORTUNITIES

Funding for movement communications is scarce, short-term, and narrow, often supporting only large national organizations or single-issue campaigns. With both disinformation and public mistrust of fossil fuel industries growing, we're at an important inflection point for increased investment in communications and narrative work, arts, storytelling, and media to rewrite the story about who we are as a society and what we value. As we explore this emerging body of grantmaking, we invite funders to invest and learn alongside us.

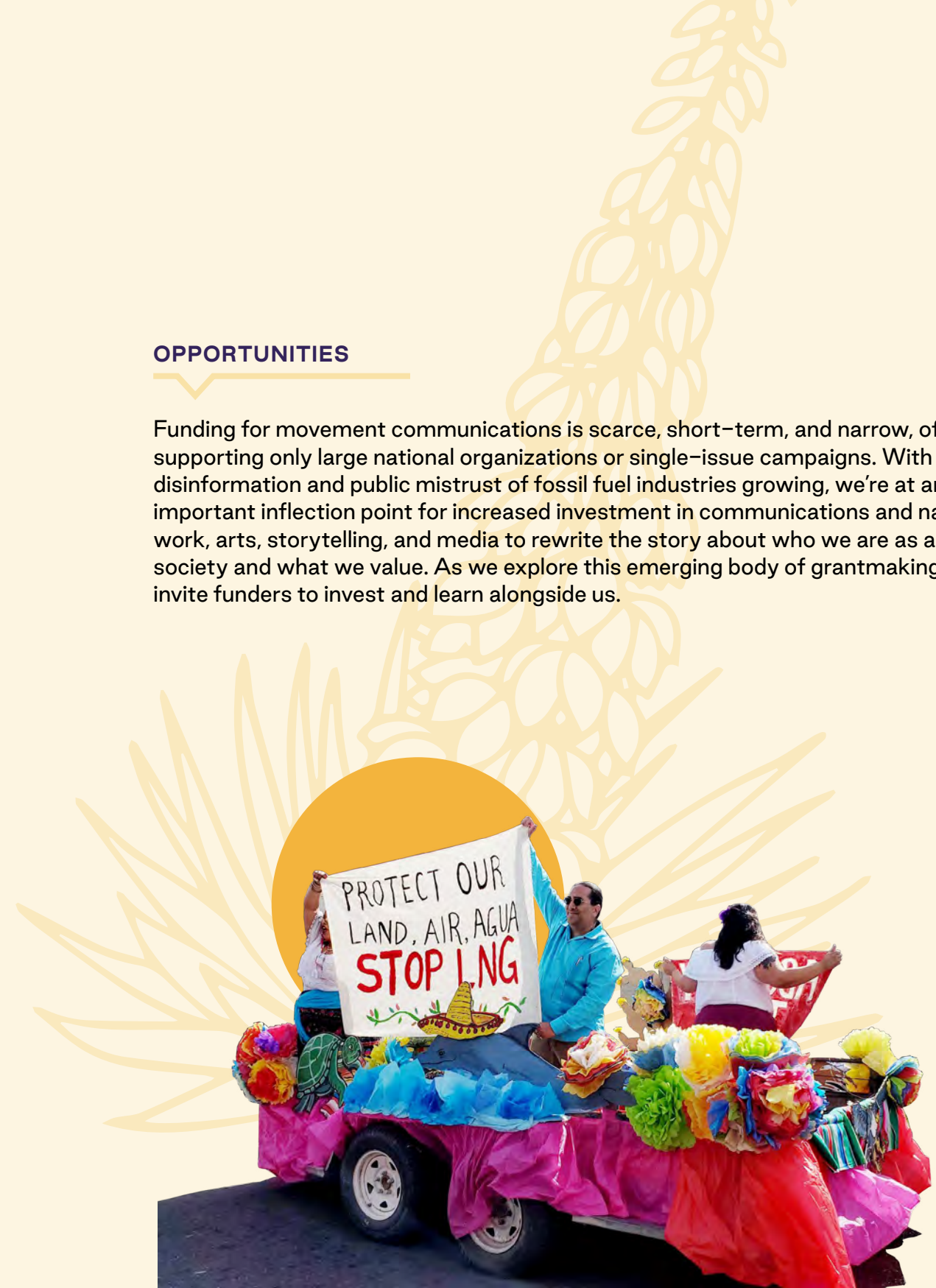


Photo courtesy of Rebekah Hinojosa

TEXAS

Shining a Light on Oil and Gas Regulators

Virginia Palacios' fourth-generation family ranch sits atop the Eagle Ford Shale in South Texas, a hydrocarbon-rich geologic formation estimated to hold more than 20 trillion cubic feet of fossil gas. Production in the region took off in the 2010s, releasing massive amounts of methane into the atmosphere and fueling a boom in liquified natural gas (LNG) exports that is undermining global climate progress. Extraction is also polluting the air and water in the largely Hispanic/Latinx communities who lived here long before fossil fuels were discovered.

"There was a study in 2020 showing that Hispanic women living in the Eagle Ford Shale who live next to high rates of flaring [burning off excess gases] have 50 percent higher odds of preterm birth," said Palacios. "That study really hit home. As a woman in her thirties, it's hard to think of how my family can continue to live out here for future generations."

Palacios is a ninth-generation Tejana who, after years working with a national environmental organization, has turned her eye to a little-known but extremely powerful agency misleadingly named the Railroad Commission of Texas (RRC). The agency, whose three current commissioners have either denied that climate change is human-caused or decried federal interventions to address it, is responsible for monitoring and enforcing the oil and gas industry's compliance with environmental and safety regulations.

"The Railroad Commission is the most important climate agency possibly in the world that too many people don't know about," said Palacios. "It's extremely important that we focus on the state agency that regulates oil and gas development in the state that produces more greenhouse gas emissions than any other state."

"The Railroad Commission of Texas is the most important climate agency possibly in the world that too many people don't know about."

— Virginia Palacios
Commission Shift



Virginia Palacios (center) with Maria Reyes (right) and Tannya Benavides (left), photo by Jorge Sanhueza-Lyon

Palacios started Commission Shift in 2021, hiring on two other Latina staff with roots in oil-and-gas country and deep civic activism experience, to bring public scrutiny to the RRC and hold it accountable to its mission of stewarding natural resources and the environment. The organization is one of a growing number of groups representing impacted communities that are shining a light on powerful regulatory agencies that are captured by the industries they regulate.

One of Commission Shift's first projects was to expose commissioners' conflicts of interest. *Captive Agency*, a report released in partnership with Texans for Public Justice, generated headlines across the state and prompted calls for reform and resignations. In its latest series of reports, Commission Shift highlights the RRC's failure to enforce regulations on owners of "orphan" wells—decommissioned wells that

continue to release methane as well as toxic chemicals—winning the group support from more conservative local landowners frustrated with the RRC's inaction.

Commission Shift is also leveraging public anger following Winter Storm Uri, which exposed many of the agency's failures, to get ordinary Texans more engaged. Through a partnership with Latinx civic engagement group Jolt, also a Hive Fund grantee, they got nearly a thousand people to submit comments in a rulemaking process around critical energy infrastructure, and their top recommendations were adopted.

"[It's] not only those folks who are directly impacted by the well in their backyard," explained Palacios, "but also everybody who has an [energy] bill in Texas, right? Because this agency really has a wide influence on everyone."

The Hive Fund provided a multiyear grant to Commission Shift in 2022 to expand this kind of nonpartisan civic engagement work in partnership with other groups around the state, getting more people to speak out and making sure voters—especially voters of color—understand what’s at stake when they go to the polls to elect commissioners. Commission Shift is also collaborating with environmental justice groups along the Gulf Coast that are targeting the RRC in their fight to stop dangerous carbon capture use and storage projects.

Organizing around these disproportionately powerful regulatory agencies can be an effective way for smaller climate justice groups across the South to influence energy policy and regulation. For these somewhat obscure agencies unused to public scrutiny, community engagement can have a significant impact on the way they do their business, making it harder for them to let polluters slide.

In South Carolina, members of Hive Fund–supported Southeast Climate and Energy Network organized impacted constituents and policy advocates in a pressure campaign, leading the Public Service Commission (the agency that regulates electricity providers) to reject Duke Energy’s plans to build out 50 new gas–fired power plants, which would have made it impossible for the utility to meet its own stated climate commitments. Groups in North Carolina also successfully organized to head off a legislative effort by Duke to weaken the state utility commission’s regulatory power and cut off public input processes.

“Hispanic women living in the Eagle Ford Shale who live next to high rates of flaring have

50%

higher odds of preterm birth.”

— Virginia Palacios
Commission Shift

In Georgia, grantees are working to ensure free and fair elections to their Public Service Commission, which has had only one Black commissioner in its history in a state whose population is 33 percent Black. They won a major legal victory this summer ending at–large voting for the commission on the basis that it intentionally diluted the Black vote.

For Palacios, these kinds of public engagement tactics are critical to addressing the climate crisis. “If we’re going to hit the climate goals that we have from the Intergovernmental Panel on Climate Change by 2030, we have to really turn around the commission quickly,” she said. “Getting to 2030 and getting the kind of significant changes we need, I think democracy expansion is how we’re going to get there.”

Grantmaking for Healing Justice & Holistic Security

One of the things we hear most often when we speak with grantee leaders is that they are seeking access to resources to keep their staff, volunteers, and communities safe and supported in the face of intensifying storms, political crises, White nationalism, and violence, alongside everyday sexism and racism. Support for individual leaders and self–care practices are not sufficient to meet the challenges they face. Tools and practices are needed for collective care that tends to the impacts of trauma and harm on our bodies, hearts, and minds, while also transforming the systems that cause them.

OUR APPROACH

We started exploring healing justice and holistic security in 2020, in consultation with Cara Page, one of the architects of the healing justice political strategy that was envisioned in the US South with deep roots in Black feminist traditions. With her guidance and through a reflective listening process with grantee partners conducted by Ananse Consulting, the Hive Fund developed a grantmaking approach to healing justice and holistic security.

We define *healing justice and holistic security* as the support needed to help Black, Brown, Indigenous, and Asian American and Pacific Islander women and their communities heal, transform, and be protected from the harmful effects of trauma: Intergenerational and ongoing trauma, violence, pollution, and weathering from White supremacy and sexism, as well as immediate threats to physical, digital, and psychosocial safety. A healing justice and holistic security frame requires us to tend to both present harm and historic traumas simultaneously, and is rooted in the belief that both people and systems can be transformed.

OUR GRANTMAKING

In 2021, we supplemented general support grants for 15 grantees with funding that could be used for healing and security practices. We will support another cohort of 15 grantee partners with supplemental funding in 2022. In 2023, we plan to integrate a focus on healing and security into our regular grantmaking practice.

Hive Fund grants support healing justice and holistic security on multiple levels:

- ▶ At the **individual level** for practices like meditation, mindfulness and somatic practices, coaching, mental health access, child care and elder care, and safe houses.
- ▶ At the **organizational level** for transformative justice and conflict resolution, cybersecurity, technical support, better locks for offices, skills building for shared leadership models, and other resources to develop healthy organizational cultures.
- ▶ At the **field level** for building networks of healing and security practitioners and trainers grantee partners can access.

Examples of grantee partner healing and security requests



A rented office so that volunteers, staff, and allied local groups can have a safe and secure place to meet and hold events.



Monthly teambuilding activities with a staff committee focused on cultivating Black joy; eight trauma education, yoga, resilience, and creative writing workshops per year.



Executive coaching for all managers; spaces at team retreats for staff to collectively debrief, reflect, heal, and rest; consultant to help enact practices for data security.



Independent water purification and distribution system for disaster preparedness; cybersecurity software; self-defense classes for staff; healing facilitator for non-traditional healing modalities.



Implementing an Employee Assistance Program that will provide staff with 24/7 short-term counseling and includes weekly workout classes, meditation sessions, and nutrition classes; giving staff a week of paid summer vacation.



Expanding an existing “support circles” program—spaces for staff and movement members run by two social workers. Training a cohort of volunteers and staff with skills in conflict transformation, with stipends for BIPOC, poor, and working-class volunteers who want to do care, conflict, and healing work in the movement.



Support for nontraditional healing and mental health support; equity training for staff; support with coping strategies as staff work to change and reconstruct these systems that do not serve us.



Visit our [Learning Lab](#) for more information and healing justice resources.

Georgia Latino Alliance for Human Rights, photo by Melissa Alexander



Put Your Money Where the South is

Climate work in the US South—particularly work led by women of color—has been grossly underfunded relative to its impact and importance. We’ve seen what groups led by women of color and others on the frontlines can accomplish in some of the most politically challenging states with pennies on the philanthropic dollar. It’s time to add zeros—many zeros—to their funding levels. With the support of our current and new funding partners, **we aim to double our annual grantmaking budget over the next three years, from \$25 million in 2022 to \$50 million in 2025.**

WHAT WE OFFER FUNDING PARTNERS

- ▶ **Place-based expertise:** With staff and advisors based throughout the US South, we provide deep geographic, cultural, tactical, and issue-specific knowledge and cultivate trusted relationships with local funders and nonprofit organizations that help us identify grantee partners, co-create strategy, and inform funding decisions.
- ▶ **Collective impact:** We pool and align funds to support ecosystems of grantee partners working collectively to address complex challenges more effectively than any single grantee or funder might be able to alone.
- ▶ **Grantmaking capacity:** We have the administrative and staffing capacity to make grants to numerous smaller grantee partners in ways that large funders with limited staff can find challenging.
- ▶ **Learning:** Through our Funder Learning Lab, we share insights and build solidarity and community as we lean into more equitable philanthropic grant-craft. We share our bi-annual docket memo with our funders, which includes strategy, progress updates, and grantee descriptions.
- ▶ **Connectivity:** We connect funders to prospective grantees with whom they don’t typically share space with. We work closely with other equity and justice-aligned regranters, each specializing in complimentary geographies and issue areas.

“The Hive Fund serves as an essential thought partner and intermediary that allows our dollars to turn into sustained funding for frontline organizations led by Black, Latina, Indigenous, and AAPI women. We have benefited from being introduced to new organizations, approaches to philanthropy, and ways to connect the climate crisis to the struggles many marginalized communities face daily. We have come to expect in-depth and honest conversations about opportunities and challenges of advancing durable, equitable climate solutions across the American South. Our relationship with the Hive Fund has strengthened MacArthur’s climate strategy and improved our grantmaking.”

—*Mijo Vodopic, Senior Program Officer,
John D. and Catherine T. MacArthur Foundation.*

“As a longtime funder in Texas, I could not be more grateful for the Hive Fund’s leadership in our state, where there has long been a lack of philanthropic investment toward climate justice and frontline activism. The generous, long-term support the Hive Fund provides for our local leaders is essential, and the trust placed in their wisdom is critical.”

—*Elizabeth Love, CEO,
Jacob and Terese Hershey Foundation”*

Our Funding Partners

We’re grateful to our current funding partners, and excited to invite new funding partners to join us in investing in powerful organizations across the South.

Bezos Earth Fund

Clara Lionel Foundation

ClimateWorks Foundation

David Rockefeller Fund

Fondation CHANEL

Gelman Giving

Imago Dei Fund

Kresge Foundation

MacArthur Foundation

McKnight Foundation

Resourcing Justice Fund, a fund of the Amalgamated Charitable Foundation

Sobrato Philanthropies

The David and Lucile Packard Foundation

The JPB Foundation

W.K. Kellogg Foundation

Wellspring Philanthropic Fund

William and Flora Hewlett Foundation

Yellow Chair Foundation

Zegar Family Foundation

The Windward Fund is the fiscal sponsor of the Hive Fund.

Meet Our Team

OUR STAFF

- Melanie Allen**
Co-Director
- Erin Rogers**
Co-Director
- Jill Cartwright,**
Atlantic Coast Program Officer
- Kandace Vallejo**
Gulf South Program Officer
- Christen Dobson**
Community Care and Learning Officer (part-time)
- Julian Foley**
Strategic Communications Director
- Tiffany Wu**
Operations Coordinator

Advisory Board

The Advisory Board provides governance oversight and helps set strategic vision and priorities and maintain values alignment.



Esther Calhoun (AL)*
Lifelong activist, co-founder and former president of Black Belt Citizens Fighting for Health and Justice



Tamara Jones (GA)
Co-Executive Director, Clean Energy Works



Felecia Lucky (AL)
Co-Chair, President, Black Belt Community Foundation and co-founder, Southern Black Girls and Women's Consortium



Bakeyah Nelson (TX)
Consultant, former executive director of Air Alliance Houston



Jacqueline Patterson (MD)
Founder and Executive Director, The Chisholm Legacy Project



Frances Roberts Gregory (CO)
Co-Chair, Ecowomanist ethnographer and feminist political ecologist



Sarra Tekola (AZ)*
Decolonial climate justice activist and co-director of Black Lives Matter Phoenix Metro



Monique Verdin (LA)
Director, Land Memory Bank & Seed Exchange, and member of the Another Gulf Is Possible Collaborative



Sherri White-Williamson (NC)
Lifetime activist and co-founder of Environmental Justice Community Action Network

*Also members of the PDWG

Participatory Decision-Making Working Group

The Hive Fund relies on participatory decision-making at all levels to remain accountable to and reflective of our grantee partners. The PDWG helped design the values-based guidance we use for grant practices and decision-making. The group co-creates and gives feedback on grant strategy and semi-annual grant dockets, contributes to a culture of shared learning, and helps hold the Hive Fund accountable to our values in practice.



Jade Begay (NM)
Climate Justice Campaign Director, NDN Collective



Nakisa Glover (NC)
Founding Co-Director, Sol Nation



E Lim (GA)
Director of Southern Regional Strategy, Demo Lab South



Wanda Mosley (GA)
National Field Director, Black Voters Matter



Naeema Muhammad (NC)
Senior Advisor, North Carolina Environmental Justice Network



Roishetta Ozane (LA)
Organizing Director, Healthy Gulf, and Founder/Director/CEO of The Vessel Project of Louisiana



Houston Advisory and Learning Operation

To support focused grantmaking in Houston, we regularly seek input from deeply rooted Houston leaders whose organizations are playing a leading role in the region's transformation. The HALO provides insight on strategy, local context, opportunity, and potential grantee partners, and supports our continuous learning.

Doris Brown
Co-Director of Community Research, West Street Recovery/Northeast Action Collective

Stephen Brown
Founder and Board President, Clean Energy Fund of Texas

Teresa Davis
Interim Coalition Director, Coalition for Environment, Equity, and Resilience (CEER)

Tiffany Jin
Co-founder, Houston Climate Justice Museum and Cultural Center

Ayanna Jolivet Mccloud
Executive Director, Bayou City Waterkeeper

Dr. Denae King
Associate Director, Bullard Center for Environmental and Climate Justice at Texas Southern University

Elaine Morales
Director of Partnerships and Policy, Connective

Ines Sigel
Deputy Executive Director, LINK Houston

Frances Valdez
Executive Director, Houston in Action

