



IMPATIENCE EARTH



Bread and Roses

A toolkit for funding equitable and
gender-just UK climate action

September 2026





The concept of ‘Bread and Roses’ in climate action means surviving *and* thriving. It is a structure enabling systems, communities and individuals to prosper.

A visual guide to funding gender-just climate resilience in the UK

Value & transform care



Arts, culture & sport



A gender-just knowledge base for climate action

Tackle systemic injustice

BREAD
"Surviving"



Rethinking Philanthropy



ROSES
"Thriving"



Redistribute power



Reverse poverty and its impacts



Connect people to land and nature

Community-led collective action



IMPATIENCE EARTH

Foreword: explaining ‘Bread and Roses’

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This toolkit is designed to help funders answer the question: ‘how do we know it when we see it?’ with ‘it’ referring to the vital work that is hard to convey in an application form: gender-just and equitable action that increases community resilience to climate change.

This toolkit is a follow up to our 2025 [Invisible Women](#) report. It detailed how women, girls and marginalised groups are disproportionately impacted by climate change and why funding them should be central to UK funders’ climate strategies. **A key takeaway from the report was that we can strengthen climate resilience by funding gender-just and equitable approaches, but we also heard that funders sometimes struggle to identify organisations doing this work in the UK.** This new toolkit should help – particularly when terms such as ‘climate resilience’, ‘adaptation’, ‘intersectional’ or ‘gender equity’ aren’t used in grant applications.

We’re grateful for the support we’ve had in developing this, particularly from the group of UK-based organisations we convened early in 2026 to share ideas, define and map gender-just climate resilience action. The definition we came up with is:

Gender-just climate action means developing climate solutions *with* and *for* women, girls and other marginalised genders, whilst acknowledging and addressing the disproportionate and intersectional impacts of climate change on them.

Further conversations about the practical work that needs funding led to a realisation that **we need much wider definitions of climate funding priorities**, and led to the ‘Bread and Roses’ title. While we need more funding for clean air, affordable homes and secure, well-paid green jobs (examples of the ‘Bread’), funding is also needed for communities to enjoy, create and participate in nature-rich spaces, arts, music and sport (examples of the ‘Roses’). **Both are vital for the UK’s climate resilience.** See pages 13 and 14 for a history of the phrase and terminology explainer.

We hope this toolkit helps you to recognise gender-just climate resilience work out in the world (as well as in grant applications) and also to make the case for increasing flexible and unrestricted funding towards it. Momentum is building on this! **Whether you’re just starting to look at gender and climate together, or you’re trying to make the case to ramp up your funding, contact us if you’d like support to do it well.**

Contact: info@impatience.earth or via our website at impatience.earth

In the following pages we provide practical examples of the work that needs funding using the framing of **Bread and Roses**

"Surviving"

1. Reverse poverty and its impacts

"Thriving"

2. Arts, culture & sport

3. Value and transform care

4. Community-led, collective action

5. Redistribute power

6. Connect people to land and nature

7. Tackle systemic injustice

8. A gender-just knowledge base for climate action

Rethinking philanthropy



1. Reverse poverty and its impacts

What it looks like in practice:

- Affordable climate-ready **housing**, clean **transport** (contributing to improved **air quality**) and affordable, nutritious **food** with priority access for women and marginalised groups including Disabled people and racially minoritised communities
- Addressing **fuel poverty** and health through **retrofit** that supports low-income people living in social and privately rented housing where women and marginalised genders make up the majority of tenants
- Education, skills and job opportunities for women and marginalised genders to **access higher paid 'green jobs'**
- Advocacy for people's basic needs to be met as part of climate plans

Examples in action:

- [Generation Rent](#)
- [Civic Square](#)
- [Women in Retrofit](#)
- [Nourish Scotland](#)



2. Arts, culture & sport

What it looks like in practice:

- Amplifying voices of women and marginalised groups in the climate space, through **storytelling and arts**
- **Integrating creativity** into practical climate solutions, co-designed with communities – particularly women and marginalised groups
- **Multicultural spaces** for women and marginalised groups to gather and share experiences and skills
- **Grassroots sports clubs** adapt their facilities and respond to the climate crisis while supporting players who are from marginalised groups
- **Fun activities** with a positively framed and climate-linked theme for girls and young women, prioritising those with higher vulnerability and/or experience of violence

Examples in action:

- [Climate Sisters](#)
- [Wood & Water](#)
- [Football for Future](#)
- [Northern Heart & Soul CIC](#)



Image: Sam Bush / Nesta / Climate Visuals



Image: Climate Sisters



**...a majority of people
identify solar panel installers
as green workers, but far
fewer consider care workers
to be in the same camp.**

– Feminist Green New Deal
2021, source

3. Value & transform care work

What it looks like in practice:

- **Recognise and raise awareness of care as vital climate infrastructure:** women continue to undertake the majority of unpaid care work which increases when climate stressors hit, for example heat waves causing school closures
- Funders can incorporate care needs within climate grants, such as providing **flexible budget for child care, elder care and disability care**
- Climate awareness-raising activities such as flood preparation in places of care e.g. **nursing homes as well as for unpaid carers**
- Advocacy to better enable unpaid care into working structures such as extended parental leave or a shorter working week

Examples in action:

- Wen's campaign for a Green and Caring Economy



4. Community-led, collective action

What it looks like in practice:

- Communities of place and/or interest are **supported to co-design equitable climate solutions together**
- Funders can encourage less organisational competition, **more collectivism and long-termism** in their grantmaking – indicators may be a desire for partnership working, pooled resources and skill-sharing
- Fund well-resourced, **safe and climate resilient spaces for women and marginalised communities**, with options for local ownership or stewardship
- Fund opportunities for UK organisations to **connect with international peers with a gender and climate focus for inspiration and solidarity**

Examples in action:

- Community Savers
- Northern Heart & Soul CIC



Image: Crispin Hughes / Clean Cities Campaign



Image: Paul Stringer



Communities also built rich cultural and social infrastructure grounded in the belief that a good life required 'bread and roses'. In the midst of gruelling conditions (including the unpaid labour of women who sustained families and communities), they carved out spaces for joy, creativity and connection.

– Victoria Hughes, JRF
2026, source



Image: Wen/WBG report launch



Image: Earths Farm

5. Redistribute power

What it looks like in practice:

- Organisations with diverse leadership, with **decision-making shifted to women and marginalised genders**
- **Policies, local services and spaces are designed** in a way that prioritises women and marginalised genders
- People in positions of power actively making space for others, for example **non-hierarchical or democratic governance**
- **Shifting power to groups working at the grassroots level** so they can lead the work (with the right support)

Examples in action:

- [Ubele](#)
- [Wen](#)
- [Women's Budget Group](#)



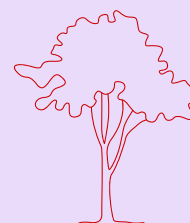
6. Connection to land and nature

What it looks like in practice:

- **Improving access to green and growing "haven" spaces** that prioritise the safety of women and marginalised genders, and are culturally sensitive
- **Nature-based health programmes**, such as social prescribing and medicinal plant growing
- Initiatives that enable women and marginalised groups to **cultivate a greater connection to nature**, land and their local places

Examples in action:

- [Earths Farm](#)
- [Black Girls Hike](#)
- [Land in Our Names](#)
- [The Right to Grow campaign](#)
- [West End Women and Girls Centre](#)



7. Tackle systemic injustice

What it looks like in practice:

- Acknowledging increased **violence against women and marginalised groups** is a consequence of the climate crisis, and increasing resources to respond
- Advocacy and litigation to apply **“Polluter Pays” principles**, i.e. those who produce pollution should pay to manage it to prevent damage to health and the environment
- Learning about, naming and tackling systemic and intersectional injustice: this might include **recognition of colonial histories, white supremacy and extractive economies as drivers of UK inequality and the climate crisis**

Examples in action:

- Black Country Women’s Aid
- Client Earth – e.g. support for a group of Swiss women who took their government to court



8. A gender-just knowledge base for climate action

What it looks like in practice:

- Collecting and using **gender-disaggregated data** and analysis to understand the different climate impacts, **to create better solutions**
- Educating decision-makers on systemic injustice and **how to avoid replicating it in climate action** – an example is when poor quality retrofit was carried out as part of a scheme for vulnerable groups
- Research that spotlights and communicates **intersectional climate impacts**
- Participatory methods to collect **lived experience of climate impacts** and identify vulnerable people, such as surveys, events, social media

Examples in action:

- Friends of the Earth
- Women’s Budget Group



Image: Miriam Künzli / Greenpeace

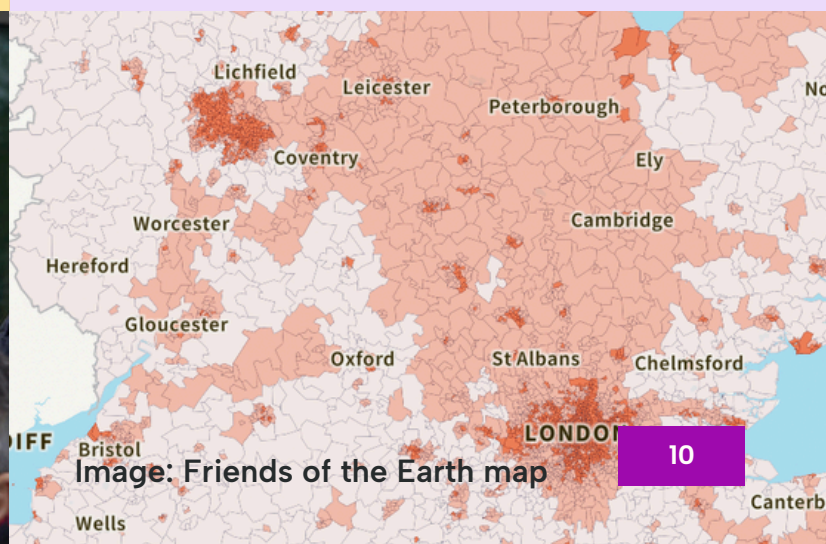


Image: Friends of the Earth map



Rethinking philanthropy: how you fund matters just as much as *what* gets funded

What it looks like in practice:

- ✓ **You commit time and resources to personal and organisational-wide learning** about the intersections between climate change and:
 - Women and girls / gender equity (see our [Invisible Women](#) in climate funding report)
 - Disabled people, neurodivergent people, and people with mental health conditions (see our [Inclusive Futures](#) guide)
 - Racially marginalised communities (we recommend resources from [Race Equality Foundation](#) and [Everyone's Environment](#))
 - Low-income and working class communities (we recommend resources from [the Working Class Climate Alliance](#))
 - LGBTQ+ communities (the [Carbon Literacy Project](#) offers resources for learning)

(Impatience Earth and other philanthropy advisors can offer bespoke learning journeys)

- ✓ **You implement the IVAR principles** to avoid extractive funding processes – see their 8 good [grant-making commitments](#) and [6 principles for better reporting](#).

- ✓ **You create access for those most affected to influence solutions and your allocation of resources**, for example through recruiting paid advisor positions (see [Blagrove Trust](#) for inspiration).

- ✓ **You help your grantees/partners to embed climate action into their work, even if they are not explicitly a 'climate organisation'** through training, advice, funding, and continuous learning.

- ✓ **You invest time learning from and supporting other funders**, and join established networks such as the UK's [Funder Commitment on Climate Change](#)

- ✓ **You take time to reflect on your history as a funder**, with resources available such as [ACF's Origins of Wealth Toolkit](#). If applicable, you explore reparative and restorative actions.

Roundup: organisations referenced in this toolkit

1. <u>Generation Rent</u>	16. <u>Land in Our Names</u>
2. <u>Civic Square</u>	17. <u>The Right to Grow campaign</u>
3. <u>Women in Retrofit</u>	18. <u>West End Women and Girls Centre</u>
4. <u>Nourish Scotland</u>	19. <u>Black Country Women's Aid</u>
5. <u>Climate Sisters</u>	20. <u>Client Earth</u>
6. <u>Wood & Water</u>	21. <u>Friends of the Earth</u>
7. <u>Football for Future</u>	22. <u>Race Equality Foundation</u>
8. <u>Northern Heart & Soul CIC</u>	23. <u>The Working Class Climate Alliance</u>
9. <u>Women's Environmental Network Wen</u>	24. <u>Everyone's Environment (NPC)</u>
10. <u>Community Savers</u>	25. <u>The Carbon Literacy Project</u>
11. <u>Northern Heart & Soul CIC</u>	26. <u>IVAR</u>
12. <u>Ubele</u>	27. <u>Blagrave Trust</u>
13. <u>Women's Budget Group</u>	28. <u>The UK's Funder Commitment on Climate Change</u>
14. <u>Earths Farm</u>	29. <u>ACF's Origins of Wealth Toolkit</u>
15. <u>Black Girls Hike</u>	30. <u>Impatience Earth - reports</u>

Terminology explainer

- **Climate resilience:** the ability of an ecosystem, society or business to anticipate, prepare for and respond to the impacts of climate change. This includes a range of actions across finance, policy, infrastructure, services, planning, education and communication.
 - **Climate vulnerability:** a concept that describes how strongly people or ecosystems are likely to be affected by climate change. It differs within communities and also across societies, regions, and countries. Physical climate vulnerability is about the effects of climate hazards such as heat waves, flooding or storms. Social climate vulnerability is about the underlying political, institutional, economic and social factors within societies. These factors put some people and places more at risk than others, such as those with low incomes, indigenous peoples, women, children, and the elderly.
 - **Equality vs Equity:** Equality means equal treatment and an even distribution of resources. It assumes everyone is starting from the exact same position and has the same needs. This could look like offering a £50 travel stipend for an event. Equity recognises that people come from different circumstances and face unique barriers. This could look like offering the £50 travel stipend to everyone, *plus* funding for folks who have additional barriers to attend such as parents with childcare costs or Disabled people who use taxis.
 - **Gender justice:** a concept that promotes the full realisation of rights and opportunities for all genders. It seeks to address the systems that perpetuate discrimination and oppression based on gender. *Impatiense Earth's stance on gender justice work is trans-women inclusive by default and design, when we refer to "women" in this resource we mean both cis- and trans- women.*
 - **Marginalised and minoritised groups:** communities or populations that have been systematically excluded, oppressed, or disadvantaged due to factors such as race, ethnicity, gender, socioeconomic status, religion, disability, or sexual orientation. These groups often face structural barriers to equal opportunities in areas such as education, employment, healthcare, and political representation.
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History of the phrase 'Bread and Roses'

The phrase "Bread and Roses" originated in women's suffrage and workers' rights movements, appealing for both fair wages and improved working conditions. The "bread" represents basic needs and the "rose" represents dignity, appreciation, and human rights.

1911-1912

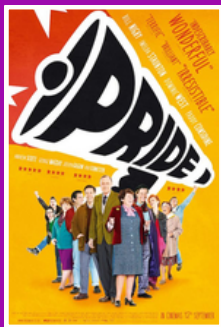
The phrase is first used by the American suffragette Helen Todd in 1911 and James Oppenheim writes a now famous poem later that year. In 1912 the Lawrence textile strike in America is known as the 'Bread and Roses strike' due to the call for both better wages (bread) *and* working conditions (roses).



Image source: [Wikipedia](#)

2014

The song 'Bread and Roses' was sung in the film *Pride* by members of a Welsh mining community.



20th century

The artist Mimi Fariña recorded a version of the poem set to music in 1974 and the phrase inspired social justice movements around the world including the Argentinian organisation Pan y Rosas.



Paul Davis made a poster in 1978 (above) for the 1199 National Union of Hospital and Health Care Employees.

2026

Singer Lucy Dacus performs 'Bread and Roses' at Mayor of New York City Zohran Mamdani's inauguration. Source: [YouTube](#)



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IMPATIENCE EARTH

Impatience Earth is a team of advisors with expertise in climate, biodiversity, social justice and philanthropy, united in our vision of an equitable world in which all life on earth thrives. We support our clients in taking bolder decisions to address the climate emergency.

Since 2020, our engagement with over 40 philanthropic foundations and businesses has supported them to make over £250m of new funding available for climate action, and we have already helped them make grants to over 300 different organisations.

Crucially, we help clients to identify how and where to invest philanthropically to build both climate resilience within the business and demonstrate their leadership across the sector.

Contact info@impatience.earth if you would like to explore how we can help your organisation.



**...the time when life's Bread,
which is home, shelter and
security, and the Roses of life,
music, education, nature and
books, shall be the heritage of
every child that is born in the
country...**

– Helen Todd, 1911

Supporting your journey to transformational
climate philanthropy

Contact

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