



IMPATIENCE EARTH



Bread and Roses

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

Summary version





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"



Community-led collective action

Redistribute power



Reverse poverty and its impacts



Connect people to land and nature



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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

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



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](#)



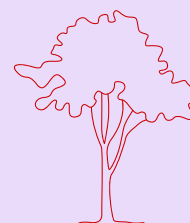
6. Connection to land and nature

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

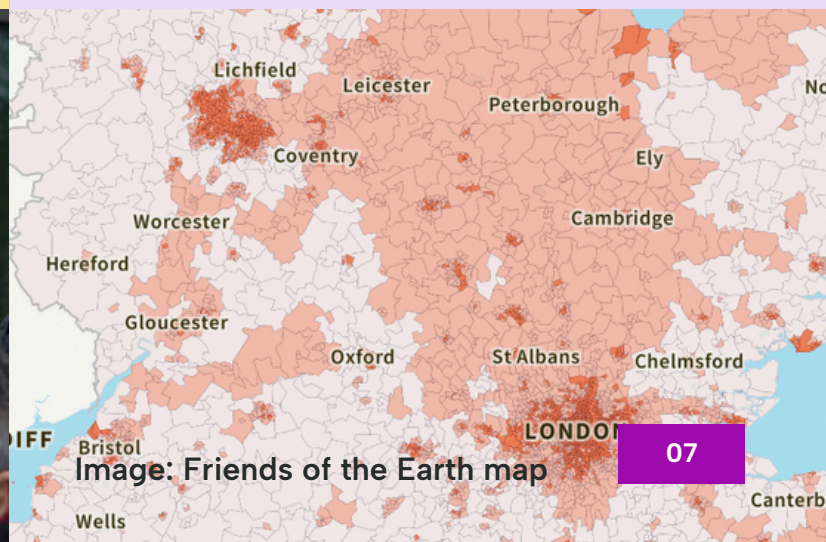


Image: Friends of the Earth map



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.

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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.