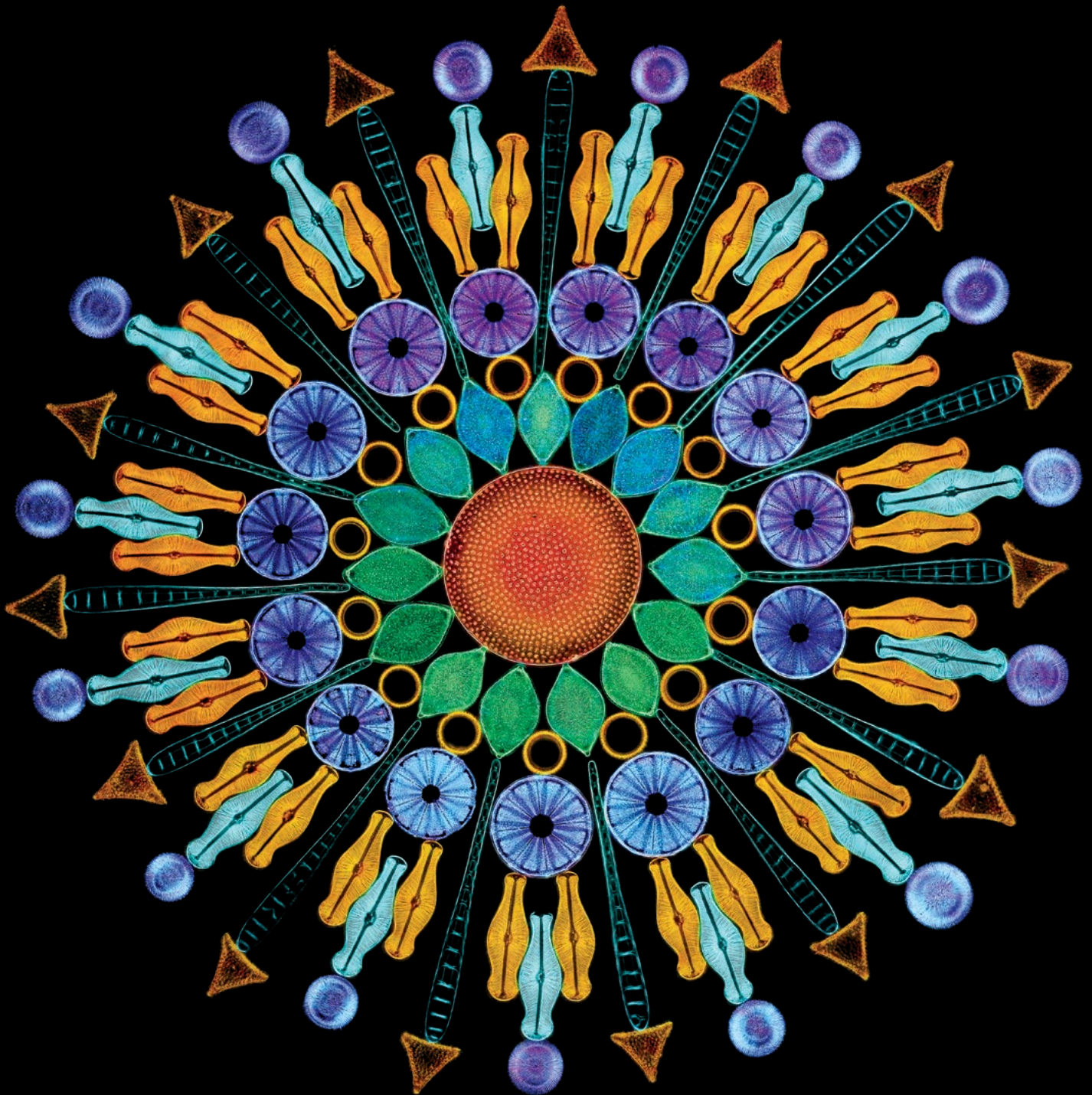


EVERYTHING BREATHES TOGETHER

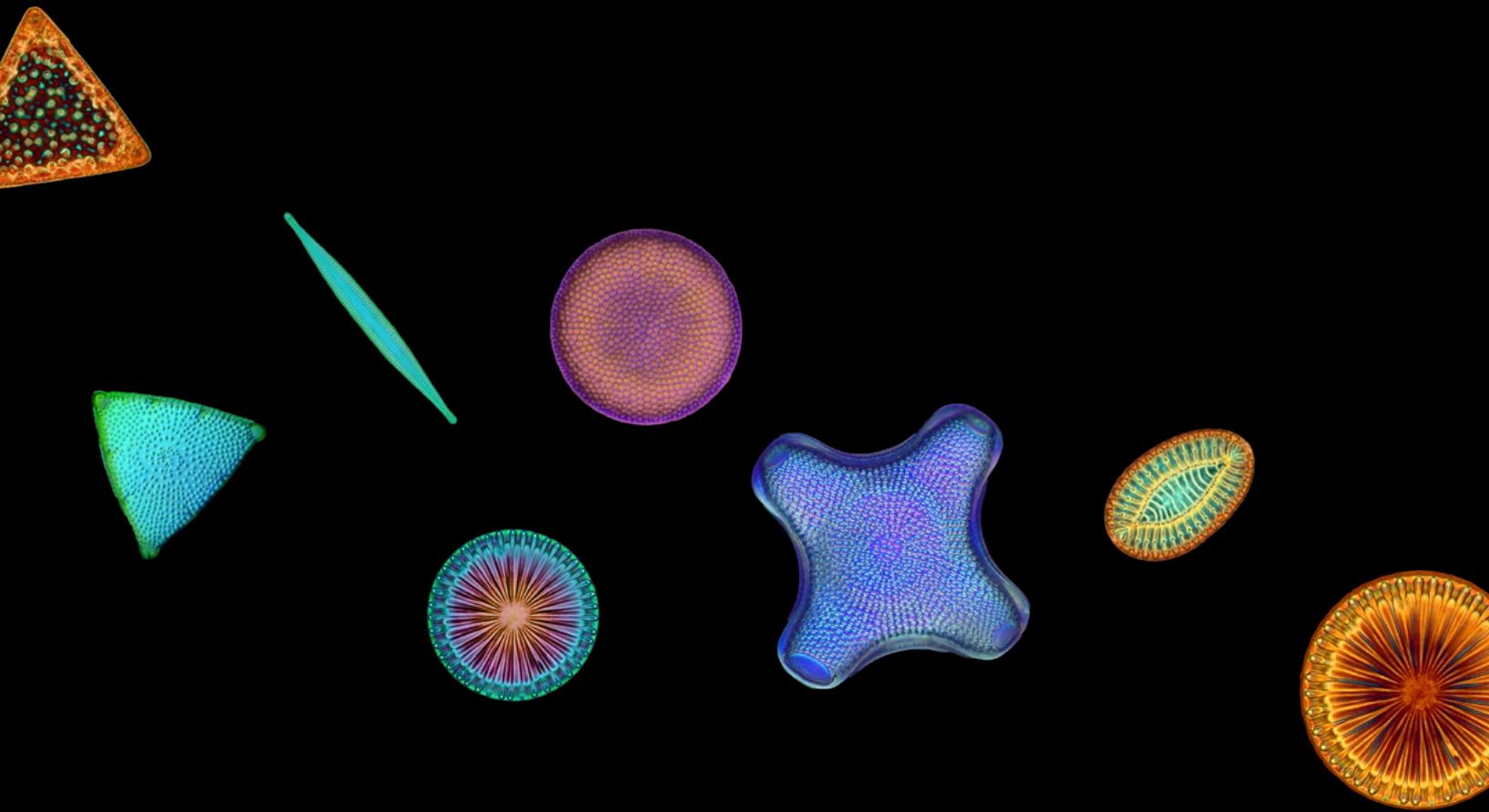


BIONEERS

2024 REPORT ♦ CELEBRATING 35 YEARS

EVERYTHING BREATHES TOGETHER

The open ocean is the world's "plankton pasture," home to the tiny drifting plants and animals that sustain most of life on Earth. Diatoms are a type of phytoplankton, one of the primary producers of the oxygen we breathe. As striking as they are omnipresent, these unicellular algae have transparent external cell-walls made of silica, called frustules. Diatom frustules, with their varied beautiful shapes, have fascinated scientists and artists since at least the Victorian Era when the techniques of microscopy were refined, allowing artistic renderings. Few continue to create these kaleidoscopic works of art today, but the late Klaus Kemp (1937-2022), whose work is featured on the cover, is considered one of the most creative and skilled to date. These marvelous organisms are a reminder of the inherent aesthetic and relational beauty of nature.



The small diatoms featured in this report were photographed by Frank Fox. He has been interested in photography since his early youth. He specializes in micro and macro photography and has been featured in international competitions like "Nikon Small World" and "Olympus BioScapes." You can explore his work here:

www.mikro-foto.de

FRONT COVER: Artistic arrangement of diatoms created by Klaus Kemp (136 form exhibition rosette). Jonathan Crowther of [JMC Scientific Consulting](http://JMCScientificConsulting) produced the image from Kemp's original slide using his modified Olympus BHB microscope, using 450nm light, and with a Leitz Heine condenser.

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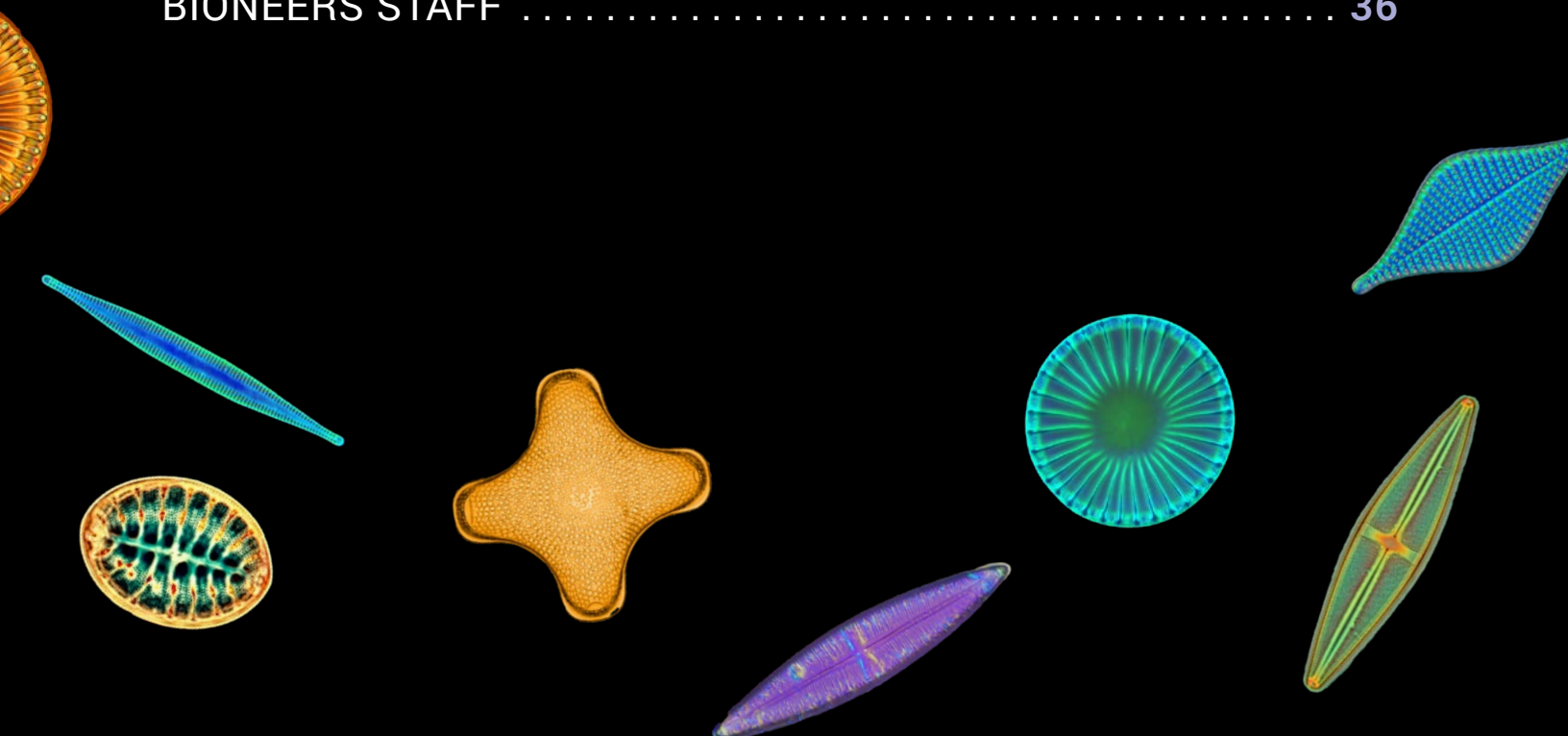
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BIONEERS BOARD MEMBERS

We want to express our deep gratitude to the Bioneers Board, whose devoted and wise counsel plays a key role in the work. We especially want to honor John A. Powell, who is stepping off the Board after 8 years of invaluable service and contributions. John's leadership in moving society from othering to belonging has profoundly informed our work.

We're also pleased to announce four new Board members joining us in 2025:

- **Jade Begay**, a member of Tesuque Pueblo with Diné and Southern Ute lineage, is dedicated to climate and environmental justice, Indigenous rights, and innovating policy solutions (see pg. 32)
- **Colette Pichon Battle** is an award-winning lawyer, the co-founder and Vision & Initiatives Partner for Taproot Earth, and a generational native of Bayou Liberty, Louisiana. She is a trusted voice in the climate justice and Black liberation movements, and her work focuses on creating spaces for frontline communities to gather and advance climate strategies that help us steward the water, energy, and land.
- Indigenous attorney **Samantha Skenandore**, an enrolled member of the Ho-Chunk Nation, is at the forefront of bringing Rights of Nature law and governance to Native American communities. She long served as Board Chair of the Indian Land Tenure Foundation, and previously served as a tribal attorney for the Ho-Chunk Nation Department of Justice.
- After many years leading the Leonardo DiCaprio Foundation, **Justin Winters** founded and now leads One Earth, an organization dedicated to driving collective action to solve the interconnected crises of climate change and biodiversity loss through three pillars: a just energy transition, nature conservation and restoration, and regenerative agriculture.

OFFICERS

CHAIR

Eriel Tchekwie Deranger, member of Athabasca Chipewyan First Nation, Indigenous Climate Action

VICE-CHAIR

Ginny McGinn, Center for Whole Communities

TREASURER

Anita Sanchez, Mexican American and Nahua (Aztec) heritage, Consultant and Author

SECRETARY

Nina Simons, Bioneers Chief Relationship Officer and Co-founder

MEMBERS

Kenny Ausubel, Bioneers CEO and Co-founder

Sonali Sangeeta Balajee, Spiritual Social Medicinal Apothecary

Jade Begay, Tesuque Pueblo, with Diné and Southern Ute lineage

Will Peterffy, One Small Planet

Colette Pichon Battle, Taproot Earth

Samantha Skenandore, Ho-Chunk Nation, Skenandore Wilson LLP, Madison, WI

Justin Winters, OneEarth

ORGANIZATIONAL OVERVIEW

This past year marked 35 years of Bioneers. Since 1990, the organization has evolved and co-evolved with the world and with our extended community. It's the call-and-response intrinsic to a living system. "Everything breathes together," as the Greek philosopher Plotinus put it, as we seek to inspire and realize a shift to live on Earth in ways that honor the web of life, each other and future generations.

Over the years the Bioneers community has cracked the code on transformative solutions, while gaining vast practical experience. As climate breakdown batters an increasingly rickety and misbegotten infrastructure, real, practical strategies fitted to local ecology and culture are crucial. Bioneers offers reliable sources for models to help build ecological and social resilience, transform the law, educate the public, and influence decision-makers.

Our dynamic programs and catalytic initiatives focus on game-changing practices related to Indigeneity, Rights of Nature, Public Education & Media, Restorative Food Systems, and Women's and Youth Leadership. We're spreading basic ecological literacy and the wealth of practical approaches to challenges that honor people and planet to far wider milieus, through radio and podcasts, newsletters, videos, articles, books, and Bioneers Learning courses. People newly exposed to these ideas and projects can engage in "education for action," while the more experienced can deepen their engagement and expand their networks.

Our Indigeneity program has continued to flourish and expand. At each conference, the Indigenous Forum has burst at the seams – with standing-room-only and record numbers of Indigenous participants. Meanwhile, our Indigenous Rights of Nature project has blossomed, making significant contributions to what's now the fastest growing environmental movement in history. The goal is to "occupy the law" and flip the paradigm from *nature as property* to *nature as rights-bearing*.

To expand our community and access, we relocated our annual conference in 2023 to Berkeley, California, which has quickly become our new home. The city and the surrounding communities have welcomed us with immense support and enthusiasm. Hosting the event in an urban downtown, with increased accessibility via public transit, has been a game-changer. Attendance has been close to a full house, with a more diverse audience across all measures. The East Bay offers an unparalleled wealth of cutting-edge activist groups and educational and cultural institutions, as well as a rich history of progressive thought and action.

The organization itself is vibrant and strong. We have an exceptionally talented, high-performance staff, many of whom have been with us for decades. We're team-based and we've distributed leadership widely. We love the work and we love working with the extended family that is the Bioneers community, stretching back 35 years. We give thanks.

Please join with us in this revolution from the heart of nature and the human heart. Whatever the future may hold, we do what we do because we love life and we love each other. That's something to celebrate with all our hearts.

Keep the faith – and as iconic labor organizer Joe Hill said, "*Don't mourn – organize.*"

IN THIS TIME, WE'RE ALL CALLED UPON TO BE LEADERS



A LETTER FROM KENNY AUSUBEL

As we're completing this 2024 report for the 35th anniversary year of Bioneers in early 2025, it feels as if the world has gone mad. We're in an existential climate emergency that demands an immediate, radical course correction, while the U.S. government is in the throes of a hostile take-over by corporate autocrats and oligarchs – or more accurately, “broligarchs.” As the Earth's biosphere unravels, they're working merrily to “drill, baby, drill,” make feudalism great again ... and, yes, colonize Mars.

Today, the contradiction between the interconnectedness and symbiosis that define our biosphere's web of life and the current ruling paradigm of separation, objectification, extraction, and domination is so acute that it threatens to irreparably crash human civilization and much of the natural world. As Seneca historian John Mohawk put it: *“Human beings remain a biological experiment.”*

In practical terms, it's the last stand for many landscapes. Now is the time to stand for the land and water – to conserve every last possible inch and drop, and prioritize the regeneration of ecosystems and the biosphere on which all life depends. Advancing the transition to renewable energy is paramount, but what's radically under-recognized is that the parallel large-scale destruction of landscapes since the late 1700s has released at least a third of the carbon now in the atmosphere.

To bring CO₂ levels back down to viable boundaries for life as we know it, ending fossil fuel emissions must go hand-in-glove with conserving and regenerating the landscapes foundational to the process of carbon drawdown.

The kind of planetary climatic upheaval we're facing has happened before in human history. Earth has experienced evolutionary exclamation points that have unleashed powerful forces of destruction and creation, collapse and renewal. In such times, we do have a sort of compass. As Charles Darwin observed, *“It is not the strongest of the species that survive, nor the most intelligent, but the ones most responsive to change.”*

From here on, the name of the game is resilience, salvaging what's worth saving and can be saved while adapting to meet the new conditions and drawing down carbon. “Resilience thinking” begets a systemic,

solve-the-whole-problem approach: Taking care of nature means taking care of people – and taking care of people means taking care of nature.

Diversity is a First Principle. Damaged ecosystems rebound to health when they have sufficient diversity. So do societies. Diverse approaches improve the odds of some of them succeeding. Diverse cultures and ideas enrich society's capacity to survive and thrive. Building resilience also entails greater decentralization and bioregionally-based responses.

Along with cutting-edge contemporary sciences, invaluable traditional knowledge comes to us from ancient Indigenous land-management traditions and regenerative practices.

Perhaps above all, we need to build community and social capital. Resilience resides in enduring relationships and networks that hold cultural memory the same way seeds regenerate a forest after a fire.

One certainty is that we're living in a period of radical *uncertainty*. Flocks of black swan events are poised to derail the best-laid plans. There are so many ticking time bombs that it sounds like a clock factory. Meanwhile, nature has stopped knocking and is simply blowing the doors off. Slouching toward sustainability is not an option. We need an immense reset of our culture, economy, politics, and infrastructure.

We have to believe that sufficient forces in the country can mobilize to stop this neo-fascist coup before it unleashes irreparable damage on our society, institutions, and ecosystems. Advancing the work of restoring people and planet requires all hands on deck, and we're all called upon to be leaders.

One of our civilization's fundamental systems errors is the illusion of separation. The ground truth is that we are part of nature, not separate from it. It's all connected, and we're all connected. Our salvation hinges on restoring the vitality of our ecosystems and leaning into community and connection – with love, care, justice and skillful means.

As the fate of Earth hangs in the balance, at Bioneers we've found ourselves circling back to our roots – to our original cultural DNA and First Principles. Finding and showcasing nature-based solutions is where Bioneers started in 1990. The solutions in nature surpass our conception of what's even possible. Nature has a profound and mysterious capacity for healing, and we can act as healers. It's why we're doubling down on advancing and scaling nature's solutions. We invite you to support this critical work to the maximum you can.

In these pages, we share what we're doing to advance systemic solutions, build community and networks, and make a difference that really makes a difference.

– **Kenny Ausubel , Co-founder and CEO**



BEYOND BINARIES, TOWARD WHOLENESS, HEALING + SOLIDARITY



A LETTER FROM NINA SIMONS

Movements for women's rights and gender equality in the U.S. have seen both profound progress and painful setbacks for over a century. Over the last twenty years, this dynamic has intensified, with revolutionary cultural progress juxtaposed against a vehemently misogynist backlash.

By numerous societal measures—from access to education to political representation and economic independence—women have made enormous strides toward greater equity. By harnessing collective power to amplify individual voices, #MeToo shone a spotlight on harassment and sexual assault in the workplace, especially in the entertainment industry and the halls of political power. Along with these seismic gender-informed shifts, gay marriage was legalized, and gender fluidity and transgender rights entered mainstream discourse and policy. These changing dynamics and revisions around traditional roles have left many men feeling left behind and isolated, and many women feeling torn between home and work, while also under-resourced around parenting, community and care-taking.

It is within this shifting backdrop—which calls for inclusive, courageous and vulnerable dialogue across difference—that we now find reactionary and counter-revolutionary forces in control of the federal government. Misogyny and toxic masculinity have struck back with a vengeance—occupying the political center. A first imperative of authoritarian regimes is to strip women of their rights, and the current administration is doing just that. They're seeking to clear-cut women's hard-won advances, equity and freedoms, including the right to vote and reproductive and bodily sovereignty.

We shouldn't be surprised. Cultural change often precedes political change, and while it is typically more enduring, culture is also a constantly contested space, so progress is never linear. In her book *Backlash: The Undeclared War Against American Women*, Susan Faludi identified these kinds of long-tail cultural cycles that react against successive waves of feminism. “(They) return every time women begin to make some headway toward equality, a seemingly inevitable early frost to the culture's brief flowerings of feminism.”

Restoring an equilibrium between the feminine and masculine—within ourselves, in our culture, and in our political/economic systems—is crucial for our collective future. ‘Abdu’l-Baha, a leader of the Bahá’í

Faith posits that *“The world of humanity has two wings—one is woman and the other man. Not until both wings are equally developed can the bird fly. Should one wing remain weak, flight is impossible.”* And Bahá’í writings further note that *“Only as women are welcomed into full partnership in all fields of human endeavor will the moral and psychological climate be created in which International peace can emerge.”*

Carl Jung theorized that the feminine aspect of the psyche is often associated with the ‘inner’ world, while the masculine is linked to the ‘outer’ or ‘external’ one. Our culture’s pervasive imbalance has resulted in a chronic devaluation of practices of reflection, slowing down, self-awareness, embodiment and conscious cultivation, all central to good leadership.

Since reckoning with how profoundly the biases of our patriarchal systems have played out—within myself, and throughout our entire culture—I often assign gendered properties to patterns I notice within myself. While I associate my empathic sense of connectedness with all life as ‘feminine,’ I am practicing balancing it with healthy boundaries and discernment, which I see as the ‘masculine’ within me. I seek to remember what it means to embody and integrate their inextricable interdependence as wholeness within my lived experience.

It is through remembering what it means to embody and integrate a healthy balance of our ‘gendered’ qualities—in our psyches, behaviors and patterns—that we will find our way to a just, regenerative and caring culture. Emergent models of leadership for this time encompass a far broader range of human potential than in the past, inviting us to have all of our human capacities accessible to meet the times we are both living through and shaping by our actions.

We know that among the top three approaches needed to mitigate climate change and improve the environment globally are: 1) increasing access to women and girls’ education; 2) increasing knowledge, access to and use of contraceptives, and; 3) increasing women’s political, social, and economic empowerment. And yet, we find ourselves at these crossroads where the leadership of women globally and across sectors is both under-funded and undermined, and where men find themselves lost, fearful, and resentful in the shifting landscape of gender norms.

And yet, I have faith in the power and perseverance of women’s leadership to ultimately prevail - to cultivate a future of holistic environmental wellbeing, belonging, respect, justice, and peace. I trust that over time, an inclusive feminist movement will grow stronger, larger, and far more fierce. We cannot lose hope at this critical moment.

May the warmth of our hearts melt that early frost and may our love, our spirits, and our hands help to heal our cultural and collective wounds.

– Nina Simons , Co-founder and Chief Relationship Officer

THE BIONEERS CONFERENCE

Attending the conference is like drinking from a fire hose of knowledge in a kind of three-day ceremony. It's balanced with performances and myriad opportunities for experiential and interactive learning. Nature-based solutions, strongly influenced by traditional Indigenous perspectives, occupy the practical and philosophical center. Systems thinking is the lens, polished by the clear light of humility in the face of how little we know and can know. Values of justice, democracy, diversity, equity, freedom and kindness guide our ethical compass and programs.

We've always been a hub of civil society groups, professionals and visionary start-ups; nature-inspired scientists and artists; Indigenous leaders; food system innovators; health-care and healing arts practitioners; educators and students; women leaders; youth and elders; social entrepreneurs, green business innovators and economists; philanthropists; and engaged citizens of all ages.

Above all, Bioneers conjures a deep experience of community. Grounded in diversity and pluralism, there's an intangible power in coming together around the council fire to share visions and mod-

els of the world we want and how to get there. It's a learning-and-action community and a living system perpetually alive with growing edges.



Bioneers Co-founders Kenny Ausubel and Nina Simons
(Photo: Nikki Ritcher Photography)

Over the years, Bioneers has grown into a network of networks and a nexus of movements. At the end of the day, it's about the symphony, not the soloists. The annual conference continues to be a real-time co-creation story of social transformation and movement building - a social coral reef of nourishment, fertility, novelty and reciprocity. We give thanks for this great gift of the Bioneers community of leadership in a time we're all called upon to be leaders.



Zellerbach Hall
(Photo: Nikki Ritcher Photography)



Valerie Kaur, Bioneers 2019
(Photo: Nikki Ritcher Photography)



Eriel Deranger, Bioneers 2015
(Photo: Nikki Ritcher Photography)



Michael Pollan, Bioneers 2019
(Photo: Nikki Ritcher Photography)

When we started Bioneers in 1990, forget being on the radar screen - we might as well have been UFOs. The work and people we were showcasing mainly spanned outlier topics and featured diverse voices from marginalized communities seldom known in the larger culture, including many Indigenous leaders.

Bioneers became a kind of star search. Although we feature well-known figures, our stock-in-trade is finding the greatest people you've never heard of, many of whom go on to gain much wider and well deserved recognition and influence.

From our inception, the holistic Bioneers framework has spawned rich novelty and innovation. As in ecosystems, the edges where different worlds meet are the most fertile and diverse. The conference emerged as a hatchery for a community of leadership across disciplines, cultures and walks of life.

THE RIGHT PEOPLE IN THE ROOM AND HOW YOU CAN HELP!

Having a big turnout is great, but what really matters most is having the right people in the room: change-makers who are going to turn knowledge into action. We've always kept ticket prices very low compared to the scale and quality of the event, while also sponsoring numerous scholarships. Thanks to you – our big-hearted donors, large and small – we're able to provide deeply discounted or free tickets to educators, students, seniors, youth, Indigenous leaders, marginalized and low-income communities, and worthy change-makers of all kinds.

Please help us expand our strategic invitations to specific communities, geographies and people working on breakthrough projects. You can support a flow fund so that our key partners and allies can bring a select cohort of their top colleagues to the conference. Bioneers provides an amazing organizing opportunity when we have the right people in the room. Your gifts can help us grow the movement at this once-in-a-civilization hinge moment.



Dolores Huerta, Bioneers 2024
(Photo: Nikki Ritcher Photography)

2024 CONFERENCE HIGHLIGHTS

Our second year in Berkeley produced an epic gathering - a seedhead of game-changing initiatives that cross-pollinated otherwise siloed spaces. With a nearly full house of over 2,200 attendees, the inspired keynote talks drew one standing ovation after another and raised the visibility of breakthrough work and marginalized voices.

We covered the waterfront, free-ranging from Indigenous #landback victories to the emerging sciences studying communication and cooperation in tree species and the extraordinary intelligence of underground mycelial networks, to the Slow Water movement, to the courageous organizing of Gulf South communities to develop grassroots eco-democracy in the face of disaster capitalism and climate disruption. These are just a few of the mind-bending presentations and discussions.

A field of meaningful connection and emotional uplift bound people together in solidarity across an expansive solutions-focused landscape, transcending the division, anger, and conflict haunting the world at large. It was an experience of community and communion.

The Indigenous Forum shone as the North Star, grounding the gathering in Earth-based wisdom, values and vision. Many of its sessions were standing-room-only, and a number of Indigenous

participants told us that they felt they walked alongside the conference in respectful partnership with a vitality, authenticity and mutual appreciation they hadn't experienced elsewhere.

In moving to Berkeley, overall our audience has skewed notably younger as well as a majority of new attendees, powerful signals of health. The conference had numerous multi-generational families attend together, a testament to the longevity of relationships and relevance over our 35 years of gathering. Perhaps the most striking spontaneous efflorescence was the sheer number of youth, including Native youth, connecting with a wealth of elders. It's rare to see authentic intergenerational transmissions of this depth and power. It was electrifying, tearful, and joyful.

The conference has a far bigger afterlife through our year-round media content. We see an estimated 30+ million impressions per year on our various platforms, channels, and distribution outlets, including our website, four newsletters, podcasts, books, and videos. Our award-winning radio series remains our biggest outreach tool, airing in 400 communities and reaching many others as a podcast. For more on the series, see page 12.

You can check out 2024 keynotes, conversations and performances at bioneers.org/2024talks

BIONEERS 2024

ATTENDEES

- Over 2,200 from 40 states, Puerto Rico, and 13 other nations that we know of: Australia, Canada, Estonia, France, Great Britain, Indonesia, Kyrgyzstan, Mexico, New Zealand, the Netherlands, Peru, Portugal, and Switzerland
- 73% were new attendees
- 65% of attendees were under 55
- 47% were People of Color (including 118 tribal affiliations)
- Attendees ranged from 14 to 85+ years old – a rare, intergenerational gathering
- Over 200 Indigenous people from 118 Tribal affiliations attended, and the Indigenous Forum hosted 24 presenters
- 90% of attendees report that attending Bioneers 2024 provided them with “new ideas, connections or inspiration to take action in their lives, work or communities.”



Photo: Boris Zharkov Photography



Photo: Boris Zharkov Photography

CONFERENCE OUTCOMES

Much of the action at Bioneers happens behind the scenes, and over the decades, countless important outcomes have resulted. For a more comprehensive overview of Bioneers' earlier history and outcomes, [check out our 25th Anniversary Yearbook](#).

Behind the scenes, many important connections occurred and discussions are in process for future collaborations and projects. These usually take time to emerge or are not ready to surface publicly yet. We do know that numerous speakers were elated by the opportunities they harvested from conference connections. For instance, one speaker's campaign received substantial funding that guaranteed completion of a very meaningful state-level political initiative impacting the lives of millions.

2024 keynote speaker Erica Gies published an article in The Guardian around the First Nations' fight to save Canada's old-growth forests that resulted from meeting the iconic forest scientist Suzanne Simard at Bioneers.

Please share your outcomes with us. We hear about a fraction of what happens, and we'd love to know!

CHANGING THE MINDSCAPE

BIONEERS MEDIA AND COMMUNICATIONS

As human beings, we're hard-wired for story and metaphor. We live in a house made of stories, and when stories change, the world changes.

Our original impulse to create Bioneers was to change the story by spreading the word about breakthrough solutions for our most pressing environmental and social crises. When people realize solutions exist, it leverages the pressure for change. Today, in partnership with hundreds of world-class leaders who speak at yearly Bioneers conferences, we inspire and inform millions of people annually by creating and curating powerful solutions-based media seldom found elsewhere. We further raise marginalized voices and highlight under-reported issues.

We also serve as a primary source for third-party journalists, authors and media-makers. For instance, best-selling author Michael Pollan (who has spoken many times at Bioneers) found Joel Salatin, the "organic farmer who proved organic farming could feed the world," at Bioneers. Joel became the protagonist for Michael's landmark book *The Omnivore's Dilemma*. Acclaimed filmmaker Louie Schwartzberg met the now world-famous mycologist Paul Stamets at Bioneers, resulting in his global hit feature documentary *Fantastic Fungi*. Bioneers has also edited several anthology books, along with books written by co-founders Kenny Ausubel and Nina Simons.

We focus on three meta-themes that also fill key gaps in the corporate media landscape: (1) solutions-based storytelling, (2) interdisciplinary and systems-based approaches, and (3) authentic depth and sophisticated perspectives on important and unique issues largely under-represented in mainstream media.

Today we create and curate multimedia content including our perennially award-winning radio and podcast series, our acclaimed videos, and our four distinct newsletters. We also publish and license articles, interviews and excerpts on our website and through allied media outlets. Bioneers regularly freely licenses content to partners for a variety of purposes, from public events and curricula to books and documentary films.

We further work regularly with publishers ranging from first-rate independent houses such as Chelsea Green, Island Press, New World Library and Counterpoint Press, to industry majors including Harper Collins, Penguin Random House and Simon & Schuster. We want to honor other esteemed partner publications including *Civil Eats*, *Atmos*, *Emergence Magazine*, *Sierra Magazine*, *Food Tank*, and *Yes! Magazine*.

POPULAR AND NOTABLE ORIGINAL CONTENT IN 2024

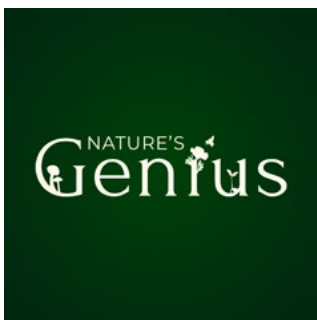
- [The Broader Implications of Orangutans Using Healing Plants](#)
- [Decoding the Symphony of Sperm Whales](#)
- [Claudia Peña – Abolition as Amends to Mother](#)
- [A Look into the Fascinating World of Octopuses, Squid and Other Cephalopods with Marine Biologist and Science Author Danna Staaf](#)
- [Colette Pichon Battle – Expanding Our Movements for Climate Justice](#)
- [Oren Lyons – To Survive, We Must Transform Our Values](#)
- [A Vision of Plant Souls: How Rachael Petersen is Re-Weirding the Western Canon](#)

BIONEERS: REVOLUTION FROM THE HEART OF NATURE

RADIO SERIES AND PODCASTS

Long before podcasting became cool, we launched the Bioneers radio series in 2001, initially in partnership with New Dimensions Radio. We took it in-house in 2004 and have produced nearly 300 shows. We offer the program to stations for free and to listeners via our podcast on all platforms, including YouTube. The series is our single biggest media outreach tool and wins frequent awards. Recent topics range from building a solar-powered civilization to digital privacy rights and the intersection of governance and climate change.

We began collaborating with sterling independent producers to meet the demand from stations for more programs. We're producing themed mini-series that are also integrated into our ongoing Bioneers [Revolution from the Heart of Nature](#) series.



The [Nature's Genius](#) series illuminates the wonders of nature's intelligence while exploring applications of nature-based solutions for human infrastructure and ecological restoration. We collaborated with independent producer Cathy Edwards to cover topics such as fungi, the nature of language, and slow water.



The [Community Wealth Building](#) series features our collaboration with Laura Flanders, longtime journalist and host of "Laura Flanders & Friends." The episodes illustrate breakthrough economic models that distribute ownership and prioritize benefits for local economies and communities, workers and the environment.



We produced a multi-part podcast series called [Indigeneity Conversations](#) with Cara Romero and Alexis Buntin, Indigeneity Program Co-Directors. The series features deep and engaging conversations with Native culture bearers, scholars, movement leaders, and non-Native allies on the most important issues and solutions in Indian Country.



LISTENER TESTIMONIALS

"Simply one of the best and most inspiring podcasts. Can't recommend it highly enough for those who want to make the world a better place. Or just see it become something better..."

"This podcast is one of the greatest podcasts I have ever listened to. It is inspirational, informative, thought-provoking. It helps me to live a better life, by becoming clearer about my mission here on earth. Thank you for providing this for free."

"Diverse topics centered around positive and possible change. Grateful for it all!"

BIONEERS NEWSLETTERS

As Big Tech chronically shifts its search algorithms, it determines what you do and don't find via search engines and social media. It's wildly disruptive and often damaging for content creators like Bioneers. So we're thrilled that there has been a boom in direct-to-reader newsletters, a format we've invested in for years. Bioneers now publishes four distinct ones:



THE PULSE

Our general-interest newsletter with a wide-angle view covering the radical diversity of Bioneers speakers and content



THE FOOD WEB

A sophisticated view into critical issues and solutions related to food systems and regenerative farming



EARTHLINGS

A deep dive exploration into the extraordinary intelligence of life inherent in animals, plants and fungi and nature-based solutions



LEADING FROM THE FEMININE

A panoramic view of the landscape of “blended leadership” of masculine and feminine qualities that explores the rich tapestry of trailblazers evoking the feminine to lead with courage, vulnerability, intuition and empathy

For Bioneers, ROI does not mean return on investment – it means return on influence. Especially in these times of media monopoly, disinformation, misinformation, and censorship, it's crucial to support independent media! Your generous ongoing support will allow us to keep expanding our reach and influence. Help us change the story and change the world.

give@bioneers.org | bioneers.org/donate

“

As a lifetime naturalist with a PhD in Ethology, I am so grateful to this website - I use Facebook and quote you frequently...May you grow and prosper...We desperately need to break this stranglehold.

SARA WRIGHT
Earthlings Newsletter Reader

BIONEERS COMMUNICATIONS AND MEDIA

2024 MEDIA BY THE NUMBERS

CONTENT

- 147 posts
- 106 Articles and interviews
- 4 Topical newsletters for distinct audiences (80 issues annually)
- 16 Radio and podcast productions
- 70 Videos
- New content 2-3 times/week

NEWSLETTERS

- 80,000 Total subscribers
- 60,000+ The Pulse
 - 12,000+ Food Web (launched 2021)
 - 11,000+ Earthlings (launched 2023)
 - 7,500+ Leading from the Feminine (launched 2024)
- 3,750 New subscribers per month

AUDIENCE GROWTH IN 2024

Newsletter up 20% YouTube up 11% Instagram up 86% LinkedIn up 24%

REACH AND DISTRIBUTION

- Bioneers estimates between 700,000-1,000,000 impressions per month across all platforms.
- **BIONEERS VIDEOS:**
 - viewed over 14.3 million times
 - potential audience of 30+ million
 - regular audience of 4 million via Free Speech TV
- **WEBSITE:** Bioneers.org continues to generate significant engagement numbers, with nearly 200 original pieces of content annually.
- **SOCIAL MEDIA:** Total followers on social media are 300,000+ and growing, with an estimated actual reach of 5+ million per year.
- **AUDIO:** Our award-winning Bioneers radio series airs on over 100 U.S. stations in 400 communities. Bioneers radio has a potential audience of over 40 million listeners, and over 100,000 people listen weekly. Our Podcast has been downloaded 2 million times, and grew 43% in 2024.
- **EMAIL LIST:** Our email list continues to grow, adding 3,000+ subscribers monthly with multiple topical newsletters.

BIONEERS LEARNING

EDUCATION FOR ACTION WITH A COMMUNITY OF LEADERSHIP

We launched the Bioneers Learning online platform in April of 2023 in response to persistent requests from you, our community. You asked for direct ways to engage more deeply in the diverse work Bioneers features, whether as someone new to a topic, someone seeking to go deeper professionally, or as a lifelong learner and engaged citizen. There's clear interest in the program. We've recently had a large increase in visits to Bioneers Learning.

In broad terms, we cover two main course areas: highly practical hands-on solutions-focused work; and the inner transformative work needed to cultivate personal leadership and heal our interior landscape in these traumatic, chaotic times.

We're pleased to say that in under two years, we've served over 1,400 participants with 20 dynamic courses. Part of our uniqueness is taking a systemic, interdisciplinary approach to the interconnect-edness of social and ecological issues. Another is the sheer quality, knowledge, and sophistication of our "faculty" – some of the remarkable leaders and practitioners you experience at a Bioneers conference and learn about in our media offerings.

Popular courses will be offered again and we are continuously launching new courses and topics. To stay informed, sign up for our mailing list at bioneerslearning.org.

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The *EveryWoman's Leadership* course offers a community and curriculum that orients toward facing our grief and despair and opens the door of a new possibility for living from the heart.

COURSE PARTICIPANT, 2024

BIONEERS BOOK CLUB

We launched a quarterly Book Club, featuring prominent authors and landmark books. For our inaugural Book Club we partnered with NY Times best-selling author and Bioneers speaker Ayana Elizabeth Johnson to read *What If We Get It Right?*. The event drew close to 300 registrants in October 2024 and included a live conversation with Ayana. It was a huge hit.

In April 2025, the Bioneers Book Club will feature *We Will Be Jaguars* by the Amazonian Indigenous leader and Bioneers speaker Nemonte Nenquimo. She and her husband and collaborator Mitch Anderson will join registrants in a live conversation.



SELF-PACED COURSES



Regenerative Agriculture: Nourishing the Soil, Healing the Planet with Arty Mangan, Bioneers Restorative Food Systems Director

Featuring 24 guest contributors, including farmers, scientists, educators, activists, and authors



Four Sacred Gifts: Indigenous Wisdom for Modern Times with Dr. Anita Sanchez

Rooted in Indigenous wisdom and the Eagle Hoop Prophecy, explore teachings shared by 27 Indigenous Elders from around the world

LIVE COURSES

The Rights of Nature: Drafting, Adopting, and Enforcing Rights of Nature Laws in Cities, Towns, and Counties

with Thomas Linzey and Mari Margil

Indigenizing the Law: Tribal Sovereignty and the Rights of Nature

with Bioneers' Britt Gondolfi and primarily Indigenous attorneys and activists

Being a Good Relative: Allyship with Indigenous Peoples

with the Bioneers Indigeneity Program team

EveryWoman's Leadership: Cultivating Ourselves for Full-Spectrum Flourishing

with Bioneers co-founder Nina Simons

Speak Your Truth: Leadership, Writing & Public Speaking for Social and Environmental Justice

with Jennifer Browdy

Permaculture, Regenerative Design and Earth Repair for the Great Turning

with Penny Livingston

Honoring Your Emotional Ecosystem

with Karla McLaren

Regenerative Herbalism: the Healing Power of Plants

with Penny Livingston and Rosemary Gladstar

Sacred Activism: Meeting Our Challenges as Gateways for Cultivating Relational Leadership

with Nina Simons and Deborah Eden Tull

Design Thinking for Leaders: Making Innovation a Habit

with Marilyn Cornelius

Slowing Down: Cultivating Healing Spaces of Belonging

with Ginny McGinn and Sonali Bangeeta Balajee



This is our second year teaching the Bioneers Learning Rights of Nature course. We've found participants to be super engaged, including local elected officials who advanced the rights of nature in their own local community. It's fantastic to see people take this course and immediately apply what they've learned to make meaningful change.

MARI MARGIL AND THOMAS LINZEY

INDIGENEITY

PROGRAM

Since our inception, Bioneers has been fundamentally shaped and guided by Indigenous knowledge, worldviews, participants, and partners. Indigeneity is a Native-led Program within Bioneers that promotes Indigenous approaches to solving Earth's most pressing environmental and social crises while weaving networks, partnerships, and alliances among Native and non-Native allies.

Highlighting Traditional Ecological Knowledge and place-based worldview, the program invites allyship with First Peoples as the guardians of lands that contain as much as 80% of the world's remaining biodiversity. We promote biocultural diversity to conserve traditional knowledge, cultures, and rights.

Because disconnection from place leads to many severe ecological and social crises, people must reconnect to place, a process sometimes called "re-indigenization" or "becoming native to place." The program provides a space for in-depth explorations in an invitational format that encourages everyone to re-indigenize ourselves. This requires a respect for the intellectual property rights and cultural privacy of First Peoples and their knowledge.

The Indigenous Forum within the Bioneers Conference has become a powerful annual touchstone for Native leaders to communicate and connect with each other and with allies. We create, nurture, and facilitate strategic alliances and breakthrough projects connecting Indigenous communities, campaigns, and movements.

Throughout the year, the Indigeneity Program produces live events, media, curriculum, and the Indigenous Rights of Nature project to support the leadership and rights of First Peoples.

Through our Native Youth Leadership Program, we coordinate life-changing experiences for young people, introducing participants to new ideas, role models, and each other to foster transformative learning.

In 2024, the Indigeneity Program expanded to four full-time and one part-time staff. These remarkable Native women bring decades of experience in networking across Indian Country, community organizing, cross-cultural communications, and media making.

We're honored to report that Cara Romero, who joined the Bioneers team 16 years ago as Director of the Indigeneity Program, joined the Bioneers Executive Team as Vice-President of Indigenous Perspectives in 2024. Cara also excels as a globally acclaimed Native artist.



“

To Indigenize the planet, people must indigenize themselves to the places where they're at. Indigenous people need to work with those who have come, to go back to the land, to be a part of it so they can be indigenized there. It's not about just Indigenous People. The indigenizing must be about everybody. It's about re-indigenizing the planet. So it isn't just up to us as Indigenous people. And I think that is a really difficult concept for our people, because our people have suffered so much and are still suffering so much, with land being taken or no access to our lands to do the things that we need to do. You can't be arrogant about indigenization. You cannot disrespect it by saying, 'I know how to do this.' There are Indigenous People everywhere who know how to do things right, who do know how to guide, and who know how to help in the right ways.

JEANNETTE ARMSTRONG

OKANAGAN

**INDIGENOUS AUTHOR, TEACHER, AND CULTURE BEARER,
AND CO-FOUNDER OF THE EN'OWKIN CENTRE**



THE INDIGENOUS FORUM AND BIONEERS CONFERENCE

In 2007, Board member Clayton Thomas-Müller approached Bioneers on behalf of the Native community to propose the creation of the Indigenous Forum as a Native-directed conference within the conference. We also thank Professor Melissa K. Nelson of the Cultural Conservancy and Tom Goldtooth of the Indigenous Environmental Network for their early leadership of the Forum and program.

Since 2008, the Forum has become a vital annual portal for the Native community and diverse allies to come together to build bridges and share vision, knowledge, campaigns, and front-line solutions and projects. Tribal leaders, culture bearers, activists, elders and youth look forward to the annual Bioneers Conference as a welcoming space to convene, network, learn, plan and spend precious time together in dialogue with each other and a respectful intercultural audience.

In 2024, the 17th Indigenous Forum was at the heart of the conference. Along with a record number of six Indigenous conference keynotes, 24 Native presenters participated in six riveting Forum sessions that were standing room only, despite having already moved to a larger space. Over 200 Indigenous people from 118 Tribal nations attended the conference, including record numbers of Native youth.





Caleen Sisk, Indigenous Forum 2024
(Photo: Boris Zharkov Photography)



Jeannette Armstrong, Marlowe Sam, Indigenous Forum 2024
(Photo: Boris Zharkov Photography)

INDIGENOUS FORUM PANELS

Fog Song

Gregg Castro (T'rowt'raahl Salinan/Rumsien/Ramaytush Ohlone)

Rematriation: Indigenous Women's Leadership to Restore Land and Water

Cara Romero (Chemehuevi), Corrina Gould (Confederated Villages of Lisjan), Dr. Jessica Hutchings (Maori), Caleen Sisk (Winnemem Wintu)

Natural Law and Food Sovereignty

Alexis Bunten (Unangan/Yup'ik), Rowen White (Mohawk), Marcus Briggs-Cloud (Maskoke)

Listening to Wisdom Keepers

Alexis Bunten (Unangan/Yup'ik), Jeannette Armstrong (Okanagan), Casey Camp-Horinek (Ponca), Oren Lyons (Haudenosaunee), Marlowe Sam (Wenatchi/Lakes)

From the Bottom Up: How Indigenous Action Is Affecting Climate Change

Eriel Deranger (Athabasca Chipewyan First Nation), Jayce Chiblow (Anishinaabe), Rande Cook (Kwakwaka'wakw)

Native Youth Organizing for the Rights of Nature

Britt Gondolfi (Houma Descent), Talia Landry (Mashpee Wampanoag), Ciara Oakley-Robbins (Mashpee Wampanoag), Jyrzie Alves (Mashpee Wampanoag), Amaya Balbuena (Mashpee Wampanoag), Jacelle Steiding (Mashpee Wampanoag)

Sustainable Practices with Native Professionals

Nazshonnii Brown-Almaweri (Diné), brooke smiley (Osage), Ras K'dee (Pomo)

MEDIA AND CURRICULUM

We leverage the conference content and other materials to create media that have become the go-to source for accurate, contemporary and evergreen information about Indigenous approaches to environmental practices and ethics, nature's rights, human rights, and social justice issues. Over the past 35 years, Bioneers has amassed a rich ark of original Indigenous content – Native voices speaking for, among and about themselves. These wide-ranging media include keynotes, videos, podcasts, radio shows, webisodes and articles - all distributed with the free, prior and informed consent of contributors.

To support the use of Bioneers' original content in the classroom, we create Indigeneity curriculum. Aligned to Common Core standards, each curriculum "bundle" includes teacher instructions, activities, assessments and extensions. We currently offer ten curriculum bundles for grades K-12. We've had over 32,000 visits to the curriculum page and over 33,000 downloads and views of our educational resources and videos.

In 2024, we launched two live online courses for lifelong learners on the Bioneers Learning platform: Allyship with Indigenous Peoples and Indigenize the Law. The ten classes in our Indigenous Allyship course taught how to be a good ally, which sounds easier than it really is. Indigenize the Law was a comprehensive six-class overview by top, mainly Native lawyers and practitioners on how Rights of Nature governance is being adopted by Tribes to protect their lands, cultures and sovereignty. This course was the single highest-attended on Bioneers Learning, receiving 100% positive feedback.

“

PARTICIPANT TESTIMONIALS

“The Indigenize the Law course was jam-packed with relevant legal and community-based practical information. My understanding about how Tribal Nations can apply the Rights of Nature is much clearer after taking this course.”

“The Bioneers ‘bundles’ provide a profoundly rich curriculum that addresses critical issues regarding Native American history, culture, identity, current events and ways for non-Natives to understand and develop Allyship relationships with Native Peoples.”

“I wish I had learned this in school!”



INDIGENOUS RIGHTS OF NATURE INITIATIVE (IRoN)

We are not protecting nature. We are nature protecting itself.

Casey Camp Horinek, Ponca Nation of Oklahoma, Movement Rights

What might happen if Tribal Nations across the U.S. enacted laws and constitutions that codify their traditional knowledge, honor the rights of nature, and affirm their right to protect and advocate for their ancestral homelands? It could be a game-changer, reversing the legal paradigm from nature as property to nature as rights-bearing. (In 2008, Ecuador became the first nation to embed Rights of Nature in its constitution, a landmark event that occurred through a daisy chain of connections originating at Bioneers.)

Rights of Nature governance is now a global movement spreading across Indian Country to protect our lands and natural resources for generations to come by recognizing nature with legal standing and rights. (Corporations have rights, but nature doesn't?) The philosophy is rooted in ancient Indigenous knowledge that nature has a right to exist, thrive and evolve and that, as human beings, we have a responsibility to act as guardians and "good relatives."

Since 2017, the Bioneers Indigeneity team has been exploring ways for U.S. Tribes to implement Rights of Nature laws. We developed a guide for Tribal organizers interested in advancing a Rights of Nature policy.

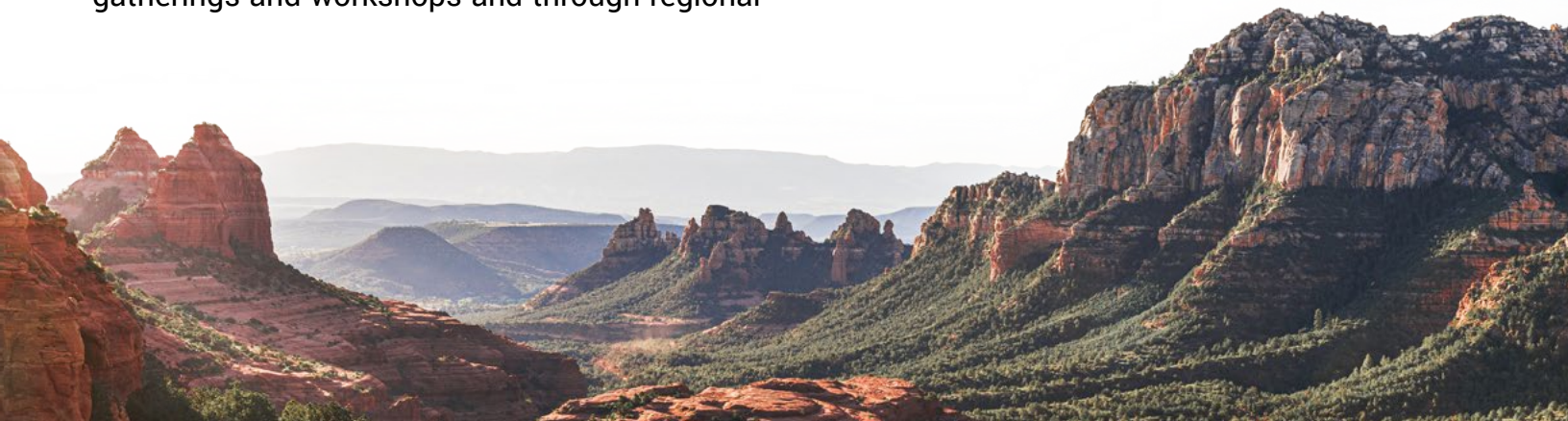
We've shared presentations and diverse educational media with Tribes interested in exploring Rights of Nature at numerous Tribal conferences, gatherings and workshops and through regional

workshops in California, Alaska, the Southwest and Northeast. In 2024, we made seven presentations and distributed 1,250 Rights of Nature guides at nine major Indigenous gatherings.

We held our most ambitious IRoN gathering in September 2023 with the generous support of the San Manuel Band of Mission Indians and hosted at the Native-owned Agua Caliente Resort and Spa in Rancho Mirage, California. Our goal was to host 75 participants (mostly from California Tribes); the gathering attracted over 225 participants from across the country, including Alaska and Hawaii. They represented 79 Tribes, including 26 California Indian Tribes.

The IRoN movement is growing across Indian Country. 100% of our post-gathering survey respondents said they would attend another event. 75% said they knew little about Rights of Nature, but after, 85% felt they learned a lot and how it can be applied. Over 90% of participants stated they would share this movement with their Tribes.

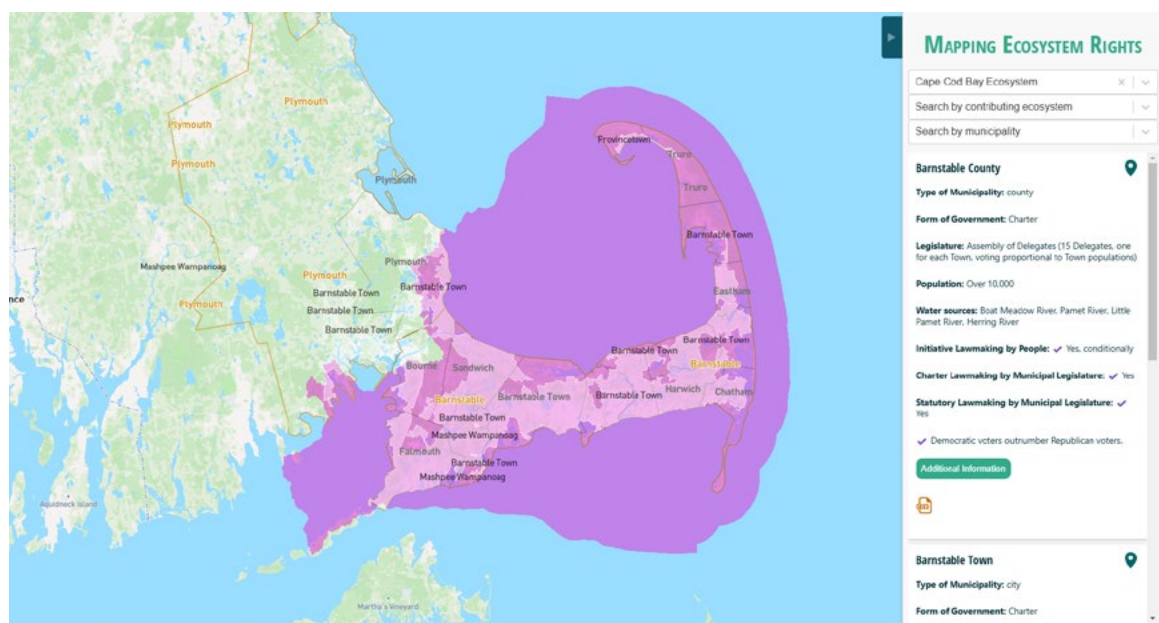
We want to honor the other pathfinding groups and leaders working in this field, including our close allies and colleagues Thomas Linzey and Mari Margil of the Center for Democratic and Environmental Rights (CDER), Shannon Biggs of Movement Rights, Native attorneys Frank Bibeau and Samantha Skenandore, and Casey Camp-Horinek.



RIGHTS OF NATURE BIOREGIONAL APP

In partnership with Thomas Linzey and Mari Margil of the Center for Democratic and Environmental Rights, Bioneers is developing a bioregional ecosystem-based mapping app. The purpose is to scale the Rights of Nature movement, which, despite being the fastest growing environmental movement in history, is occurring haphazardly in a way that's inadequate to meet the needed scale. It features key ecological, legal, legislative and political data that enable Indigenous Tribes to organize effectively with cities, towns, counties and nonprofit groups and citizens across the U.S. It will facilitate passing laws in solidarity with each other that protect the legal rights of shared ecosystems.

Multiple tribes are already working with the app, and we need your support to expand the geographic scope and data layers. Please get in touch for further information on how to support it.



“What excites us most about the Rights of Nature Mapping Project is the potential to create coordinated movements across entire regions. It is a brilliant tool to spur local democratic action, uniting disparate causes and voices that would otherwise be isolated in silos. Since our goal is to create a bioregional movement, linking communities with the Rivers that bring life to all, we count the Mapping Project an essential component of our activism, and can’t wait to see how the project develops in the future.

TZINTZUN AGUILAR-IZZO & BLAKE LAVIA

Talking Rivers, a nonprofit working with the Akwesasne Mohawk (St. Regis Mohawk Reservation)

THE NATIVE YOUTH AMBASSADORS AND INDIGENOUS RIGHTS OF NATURE

Over time, we recognized that youth are the most powerful advocates for paradigm-shifting legal movements because they will inherit the failures of our current system. As a result, we've augmented our core educational strategy to further provide necessary resources and catalytic experiences to engage and support Indigenous Youth on the front lines.

In 2023, we brought together a group of Mashpee Wampanoag youth in Cape Cod, Massachusetts, who drafted the first-ever "Rights of Herring" resolution. It was unanimously adopted by their Tribal Council. They named their group "The Native Environmental Ambassadors."

Inspired by the success of the Mashpee Wampanoag Youth, we realized that the best way to "Indigenize the Law" is to support Indigenous Youth. This past year, IRoN has expanded and enhanced our Native Youth Ambassador Program (NYAP) to serve six Native Youth organizations across the country.

Each Native Youth Ambassador cohort receives a grant, travel scholarships, and educational resources to bring the Rights of Nature movement to their community. In 2024, the travel scholarships sponsored 53 NYAP participants to attend the annual Bioneers conference in California, to network, collaborate, and ally with the other Indigenous Youth and many others.



Amaya Balbuena, Jacelle Steiding, Jyrzie Alves,
Indigenous Forum 2024
(Photo: Boris Zharkov Photography)

SUPPORT INDIGENOUS YOUTH ORGANIZERS!

We're proud to say that 40% of our IRoN operating budget went to youth organizing grants, 33% to youth travel scholarships, and 27% to education and the creation of IRoN media. Please help us support Indigenous Youth organizers!

give@bioneers.org
bioneers.org/donate

2024-25 NATIVE YOUTH AMBASSADOR GROUPS

- Mashpee Wampanoag, in partnership with Mashpee Native Environmental Ambassadors, Cape Cod, MA
- Herring Pond Wampanoag Tribe, Cape Cod, MA
- Eastern Band of Cherokee, in partnership with Junior NAIWA (North American Indian Women's Association), NC
- Lummi Nation, in partnership with Children of the Setting Sun Productions, WA
- Kanaka Maoli Youth from Oahu & Big Island, HI, in collaboration with Recycle Hawaii & Hanai Kaialulu
- Cahuilla, Pueblo, Fort Yuma Quechan, and Chemehuevi, in partnership with Native American Land Conservancy, Southern California

RESTORATIVE FOOD SYSTEMS PROGRAM

The Bioneers Restorative Food Systems program spreads food literacy from the planting of the seed to the act of eating, while inspiring engagement in regenerative and local food systems. A priority is to help restore food sovereignty: the right of people to define, design and determine how their food system operates and whom it serves. It places the wellbeing of nature, the individual and the community at the center.

Bioneers highlights diverse visionaries reimagining food systems. We help connect a kaleidoscopic spectrum of breakthrough practices and leverage points. We produce extensive media related to food systems and have gained significant media exposure and advancement for little-known breakthrough people and work. Best-selling author Michael Pollan discovered the protagonist of his book *The Omnivore's Dilemma* at a Bioneers Conference (Joel Salatin, who showed "organic farming could feed the world").

PROGRAM ROOTS

The Bioneers Conference was born in 1990, a year after Kenny Ausubel launched Seeds of Change, the first national organic seed company which was dedicated to spreading "backyard biodiversity" into the food system. Since the beginning, Bioneers has sought to transform our food and farming systems. Over these 35 years, we've demonstrated and taught how food system visionaries and practitioners are creating viable alternative models and practices that are regenerative, fair and economically robust. With the onset of climate disruption, taking these practices and models to scale is more urgent than ever.

Over the years, we've implemented specific "on-the-ground" projects.

- **"Wisdom at the End of a Hoe"** trainings on model organic farms where master eco-farmers demonstrated regenerative practices
- **Iroquois White Corn Project**, a collaboration with Six Nations scholar, farmer and Board member John Mohawk that helped revive this iconic food and support Native farmers
- **Federation of Southern Cooperatives**, a 7-year eco-economic initiative and collaboration to support African-American farmers in the South to stay on the land



Today, our primary work with Restorative Food Systems focuses on public education and media to highlight efforts toward a life-promoting system that elevates food sovereignty, ecosystem regeneration, and economic equity for farmers and farmworkers.

We program leading-edge food and farming speakers at the Bioneers Conference, and it was standing-room-only for two food and farming sessions at the 2024 conference: *Young Agrarians Combine Tradition with a Radical Vision to Restructure the Food System* and *How Livestock Can Heal Ecosystems*.

Even with a long way to go, the spread of regenerative agriculture is a success story as it finally begins to enter the mainstream globally. We thank all the remarkable people lighting the path to a healthy, just and regenerative food system.

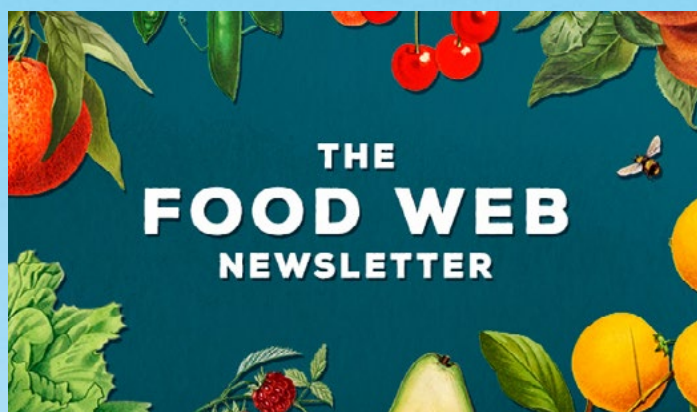
DEEP DIVES

Delve into our extensive deep dive collections of videos, podcasts, and articles

[Where Water Flows, Life Thrives](#)

[Carbon Farming](#)

[Regenerative Agriculture:
Healing Ecosystems & Stabilizing the Climate](#)



In order to keep people up to date on critical and often under-reported food systems issues, we initiated our [Food Web](#) Newsletter, which has rapidly gained over 10,000 subscribers.

Our Food Web interview with MacArthur “Genius” and legendary agricultural ecologist Gary Nabhan about his Sacred Plant and Biocultural Recovery Initiative was shared widely, including being reposted by Yale University’s School of Environment.

“Huge gratitude for all of your outstanding work and for reminding us all that at the heart of regeneration and restoration there is a sacred essence.... Your skills and talents have my continuing admiration.”

GARY NABHAN



REGENERATIVE FOOD SYSTEMS

ONLINE COURSE

We produced the in-depth Bioneers Learning course: [*Regenerative Agriculture: Nourishing the Soil and Healing the Planet*](#). This six-part, self-paced course teaches the practical applications and impressive potential that regenerative agriculture has to: revive healthy, working landscapes; contribute to human and animal health; create an equitable food system; and help heal the climate.

The course features 24 contributors from diverse fields — farmers, scientists, educators, activists, and authors — who bring a wealth of knowledge and experience to the table. Together, they take students on a journey into the fascinating world of healthy soil, biodiversity, and carbon's essential role in creating resilient ecosystems.

Through real-world stories and practical insights, students learn how regenerative practices are transforming landscapes, improving human and animal health, and addressing the climate crisis. Regenerative agriculture isn't just for farmers — it's a powerful approach to nourishing the planet that anyone can learn from.

“

I highly recommend this virtual, self-paced course to anyone who would like to dive more deeply into both the “Why” and the “How” of regenerative food production. This course is packed with both techniques and philosophy. Bioneers has been working to advance an intersectional, equity-driven approach to sustainability since long before that kind of thing became the cool new buzzword. I loved how this course was rooted in the paradigm of human-nature interconnectivity and symbiosis, and I'm eager to put my learning into practice!

WILLOW BATTISTA

Sustainable Seafood Program Manager,
Washington Maritime Blue



HEALING TOGETHER FOR LAND AND FOOD JUSTICE EVENT

In an inter-program collaboration among our Restorative Food Systems, Native Youth Leadership, Intercultural Conversations and Young Leaders programs, Bioneers convened about 50 youth and mentors at Pie Ranch and the Deep Medicine Circle farm in 2024, from Atlanta, the Bay Area, Santa Cruz, and various communities in Louisiana. It was an immersive opportunity to educate youth about critical issues, learn from each other and build relationships and personal leadership.



Photos: Arnaldo James

YOUNG LEADERS PROGRAM

In the early days, we actively sought out young people to attend the conference. Now, we can't keep up with the demand as youth represent the single most diverse constituency within Bioneers. We're grateful to nurture, mentor and support the education and leadership of our youth as they carry forward the long struggle for ecological well being, justice, and peace. The challenges and traumas they face today in this broken world are almost unimaginable. We prioritize the participation of young people from low-income backgrounds, communities of color, and Indigenous heritage. Most youth participants find the experience life-changing. Entire school classes participate, along with many educators across diverse institutions.

In practical terms, the Young Leaders Program educates, inspires, and connects youth, while offering them the tools to develop their capacity to step into leadership. It catalyzes personal agency within the context of collective action to build a more just and regenerative world.

YOUNG LEADERS FELLOWSHIP

Our *Young Leaders Fellowship* supports a young leader in creating a media project with mentorship from Bioneers staff. It advances their communications and media skills while elevating their voice. In 2024, Youth Fellow Anna Steltenkamp interviewed and wrote about eight outstanding international youth activists in Greece, The Bahamas, Indonesia, The Philippines, Puerto Rico, South Carolina, Florida, and California.

Most young folks need scholarship support to attend the Bioneers conference and participate in our year-round youth programs. Please contact us to help support Young Leaders!

give@bioneers.org | bioneers.org/donate



Charlotte Michaluk, Bioneers 2024
(Photo: Nikki Ritcher Photography)



Youth workshop with silversmith Keevin Hesuse,
Bioneers 2024 (Photo: JR Sheetz)

YOUTH AT THE 35TH ANNUAL CONFERENCE

383 YOUTH IN ATTENDANCE

50% YOUTH OF COLOR

20 ORGANIZATIONS AND SCHOOLS REPRESENTED

Our program focuses on annual conference participation as well as year-round group activities and leadership roles in our Indigenous Rights of Nature project (IRoN). Youth are prominent in the conference program, including youth keynotes and performances on the main stage. By its very nature, Bioneers is a community of mentors, and youth have the precious chance to spend time with leaders from the Bioneers community in what becomes a mutual mentoring process.

In 2024, we reached a new threshold of intergenerational connection. A record number of young people participated – hundreds of youth from over 20 organizations and schools. Many attended through the Bioneers scholarship fund. They were elated to connect with many esteemed elders as well as other youth.

Young people participated in more than 13 workshop sessions dedicated to youth, in addition to the main conference. A dedicated youth-centered space provided a uniquely powerful learning experience that was youth-led and interactive. They

250 YOUTH SCHOLARSHIPS

9 INTERCULTURAL CONVERSATIONS CIRCLES

13+ INTERACTIVE YOUTH-CENTRIC SESSIONS

forged an active community of learning, respect and inspiration. Offerings included affinity circles for youth with specific identities to process together, such as LGBTQ+ and BIPOC ; an event led by Restorative Justice for Oakland Youth (RJOY); a spoken word workshop led by Youth Speaks; an activist toolkit session led by Youth vs Apocalypse; and the Open Mic session, an energetic high point that supports participants to express their creativity and raw truth.

We deeply thank our partner organizations including Weaving Earth, RJOY, and Youth vs. Apocalypse. We also thank Jed Imani who produces the Open Mic, a high point where youth get to let loose their creative performative fire.

We've now expanded our youth programming beyond the conference in several ways in collaboration with the Native Youth Leadership Program. The Young Leaders Program also collaborates closely with the Indigeneity Program on a variety of events and projects.

PROGRAM ROOTS

At the 1998 Bioneers conference, a spontaneous round of applause rang through the hall as the sound of a mobile phone connection crackled. Julia Butterfly Hill was calling in from her 180-foot perch in a 1000-year old redwood tree where she was protesting the clear-cutting of old-growth forests. She electrified the audience as she reflected on her activism as a 25-year-old.

The next year, Julia delivered a keynote in person and organized an impromptu session on the lawn with about 30 young people. She ardently sowed the seeds of the Young Leaders Program and helped us get it off the ground in 2001. The values and skills young people gain in their formative years shape the rest of their lives. Young people are often prime movers of social change and leaders in innovation. Their movements can change the world.

NATIVE YOUTH LEADERSHIP PROGRAM

The Native Youth Leadership Program (NYLP) creates opportunities for Native Youth to participate in, network at, and be empowered by attending the annual Bioneers Conference and year-round curated events.

As an umbrella program, the NYLP coordinates three initiatives, “Healing for Food and Land Justice,” Intercultural Conversations, and Native Youth Ambassadors. All three initiatives host youth at the conference and provide a thoughtfully curated track of presentations, discussions, and activities designed to nurture experiential learning, friendship, and vital networks that help build future leadership.

“Healing Together for Food and Land Justice” gathers Native, BIPOC, and migrant youth from

the greater SF Bay Area to participate in special events throughout the year (see p. 28). Intercultural Conversations fosters youth leadership by facilitating cross-cultural exchange between Native and multicultural youth. The work centers on Indigenous-centered discussions and original curricula developed by culture-bearers. Since its inception in 2017, the initiative has served 358 youth toward our goal of serving 400 by 2026. In 2024, we partnered with 7 groups serving a total of 85 youth from across the nation, from Georgia and Louisiana to the Southwest, Hawaii, Alaska, and California. Native Youth Ambassadors provide leadership opportunities for Indigenous youth to bring the Rights of Nature movement to their communities (see p. 24). Each year, NYLP participants come together at the Bioneers Conference, with many on scholarship.

NYLP EVENTS

- Community Conversation on Youth Activism
- “Healing Together for Food and Land Justice” with Pie Ranch and Deep Medicine Circle
- “Farming While Black” Screening, Dinner, and Discussion with the Filmmakers
- Indigenous Peoples’ Day Sunrise Ceremony on Alcatraz Island
- National Recycling Congress, with Youth from Hawaii and Louisiana



National Recycling Congress participants (Photo: Britt Gondolfi)

JADE BEGAY – A NATIVE YOUTH LEADER’S STORY

In the vital world of Indigenous activism, Jade Begay stands out as a beacon of change. A member of Tesuque Pueblo with Diné and Southern Ute lineage, she is dedicated to environmental justice and Indigenous rights. As part of the Native Youth Program in 2015, Jade participated in the conference and Indigenous Forum after earning her master’s degree in Environmental Leadership from Naropa University. At Bioneers, Jade connected with Tom Goldtooth, the renowned founder of the Indigenous Environmental Network.

Their friendship led her to the Indigenous Environmental Network’s Indigenous Rising Media Program, where she honed her storytelling skills, covering the Dakota Access Pipeline protests at Standing Rock. In 2021, Jade assumed a pivotal role as a member of the White House Environmental Justice Advisory Council, marking a historic moment in which grassroots activists’ insights were sought for addressing environmental injustices. She delivered a keynote at Bioneers 2023, and joined the Bioneers Board in 2025.

“*Eight years ago, I was a recipient of the Bioneers Indigenous Youth Scholarship. You all are witnessing a true full-circle moment. That was my first time at Bioneers. I was fresh out of grad school and beginning my career as a campaigner and strategist. And now I’m here talking to you all. This really does feel like a huge milestone. I feel really honored and grateful to people like [Bioneers Indigeneity Program Directors] Cara and Alexis and the entire Bioneers team who understand what it means to invest in Indigenous youth and Indigenous leadership and to platform us.*

JADE BEGAY



Jade Begay, Bioneers 2023 (Photo: Alex Akamine Photography)

EVERYWOMAN'S LEADERSHIP PROGRAM

The Everywoman's Leadership program (EL) seeks to ignite, liberate, and increase the leadership of women. The program focuses on cultivating purpose, vision, self-awareness, and connecting networks to effect change collaboratively by bridging our differences. Founded and led by Bioneers co-founder Nina Simons, EL seeks to strengthen the leadership of women across cultures, generations, and sectors, while helping to catalyze greater balance between the masculine and feminine qualities in our institutions, economy, culture, and in ourselves.

We operate at the nexus of gender equity, racial justice, cultural diversity, and consciousness. EL envisions a future in which women of all ages, ethnicities, disciplines and walks of life can see their possibilities reflected in role models that look like them; a world where they will feel and be free to navigate their choices by their own inner guidance and agency.

We seek to build a society where women are supported by communities of diverse peers in their learning and unlearning, and have the courage to stand together on behalf of what they most love and what's most needed.

We cultivate a "full-spectrum," or "blended leadership" that values the virtues of both feminine and masculine qualities. We invite the support and allyship of men and non-binary people. The program is also informed by the concept of "nature as mentor" and leans into the wisdom of our hearts, intuitions, dreams and bodies.

“Without community, there is no liberation.”
AUDRE LORDE

EL promotes systemic transformation by:

- Recognizing and facing patriarchal biases that hinder women's leadership, while offering practices to shed internalized patterns of limitation, comparison, and competition
- Redefining leadership to elevate traditionally feminine qualities, fostering models that share power, lift others up, slow down, and are reflective and relationally-informed, while also being decisive, creative and courageous
- Featuring diverse examples of care-giving, creativity, activism, parenting, and innovation across various demographics and sectors, positioning them *all* as leadership
- Elevating the work of frontline and marginalized women, while expanding access to inspiring role models

We do this through the Bioneers conference, compelling media, transformative courses, convenings and networking.



Sage Lenier, Bioneers 2024
(Photo: Nikki Ritcher Photography)



V, Bioneers 2019
(Photo: Nikki Ritcher Photography)



Casey Camp Horinek, Bioneers 2024
(Photo: Nikki Ritcher Photography)

BIONEERS CONFERENCE

The conference amplifies the diverse voices of women leading change and fosters connections and networks. We feature women who embody leadership frameworks that are dimensional, collaborative, culturally diverse and intergenerational. From keynote talks, dynamic conversations, and interactive sessions, to grief councils, talking circles, and community dialogues, these offerings invite participants into experiences that inspire insights, connection and healing.

We leverage the conference content to reach across multiple media platforms, extending its influence to potentially reach millions year-round.

MEDIA

Utilizing content from the Bioneers Conference and other sources, we feature an array of inspiring women leaders, often breaking through into roles and sectors from which they've been historically excluded. In other cases, they are women explicitly working on empowering other women stepping into leadership. These stories are shared widely across our platforms including the Bioneers radio and podcast series, TV broadcasts, our website, social media, and through partner organizations.

In 2024 we launched *Leading from the Feminine*, a bi-weekly newsletter that celebrates trailblazers who integrate feminine values into their projects and leadership, including men, non-binary, and trans communities. We highlight a rich tapestry of diverse approaches that foster intersectional leadership and fresh insights through a feminine and feminist lens.

Subscribe at bioneers.org/LFF



EVERYWOMAN'S LEADERSHIP & INDIGENEITY REGRANTING FUND

Everywoman's Leadership Regranting Fund collaborated with the Bioneers Indigeneity Program to allocate \$110,000 through small grants and fellowships to nearly 70 organizations, worthy individuals, and community caregivers. Most flow to women-led, Black, Indigenous, and other racially marginalized communities. Created during the pandemic, it has continued to be literally life-saving in many cases.

(Note that the Fund is not available by application.)

COURSES

Everywoman's Leadership draws from Nina's learnings through 20+ years of working with women leaders, and from her award-winning book *Nature, Culture & the Sacred: A Woman Listens for Leadership*.

Sacred Activism with Nina and Deborah Eden Tull invites us beyond the limiting confines of ego to act on behalf of our collective wellbeing, since reconnecting activism with what we hold sacred can offer us regenerative energy and pathways for the long haul.

These courses create spaces for participants to whole-heartedly embrace their roles as leaders in communities of practice.



Sarah Crowell, Toby Herzlich, and Nina Simons



CWL Gathering, New Mexico cohort

PROGRAM ROOTS

Initially sparked by a viewing of the documentary The Burning Times, Bioneers' Co-founder Nina Simons created the Everywoman's Leadership program to uncover and shed the patriarchal structures embedded both within herself and in the psyche of our larger collective culture and institutions. As she discovered the many ways in which her own internalized biases limited her full flourishing, she realized that this was not a challenge for her to overcome in isolation, but rather in solidarity with others.

From its beginnings, Everywoman's Leadership has explored how powerfully women in community can and do accelerate each others' learning and leadership, and how reclaiming 'feminine' values can affect disparate fields of endeavor—from food systems to the economy to social justice. At the core of the EL program is the question, which is more timely than ever: What might a fully inclusive women's movement look like with the Earth at its heart?

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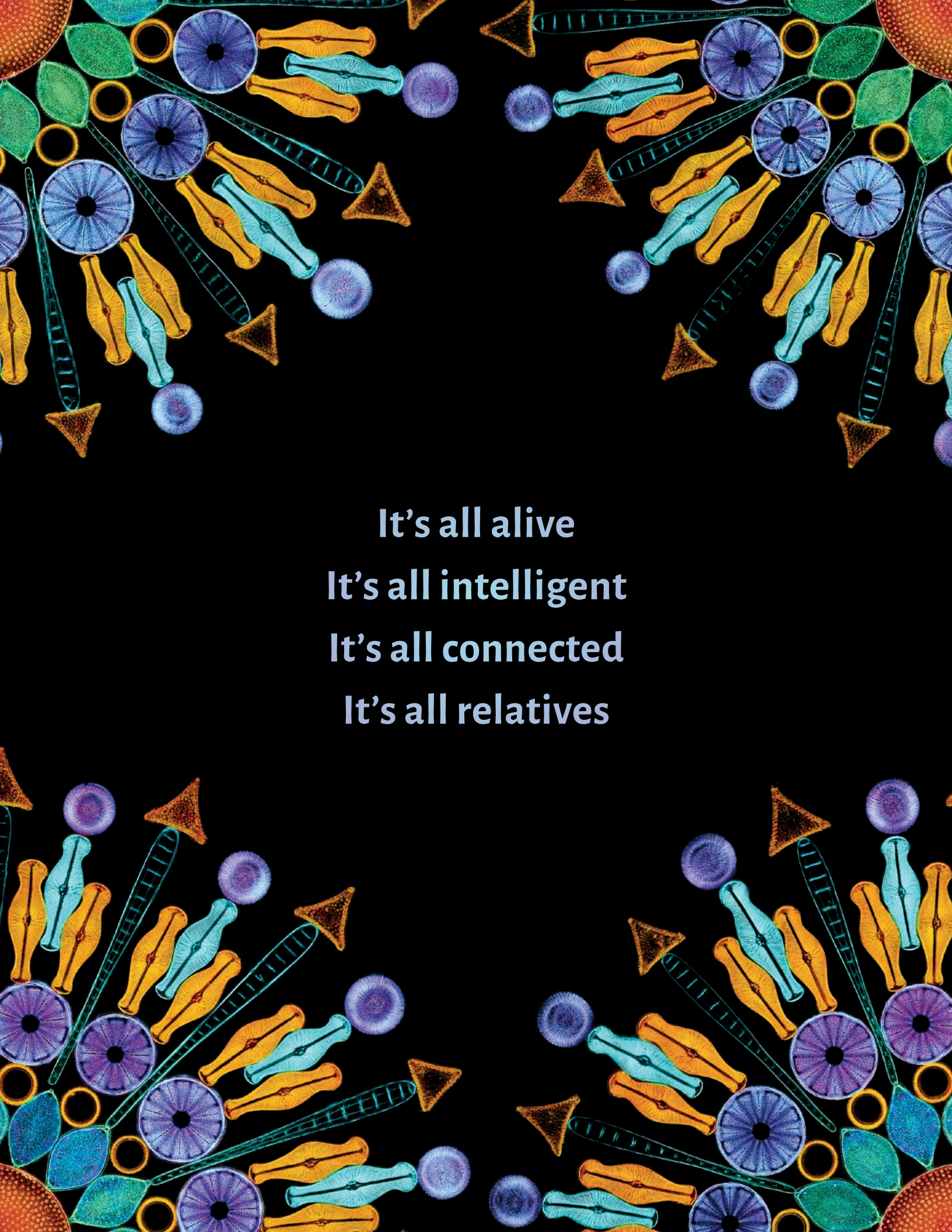
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It's all alive
It's all intelligent
It's all connected
It's all relatives