

# 2024 MANAGEMENT REPORT

ENVIRONMENTAL WOMEN ORG



# EDITORIAL 2024

## 2024, a year of consolidation and achievements in gender equality, the fight against climate change and biodiversity conservation.



**Leidys Mendoza**  
Chief Executive Officer

2024 represented a milestone for ENVIRONMENTAL WOMEN ORG, consolidating our leadership as an ecofeminist organization serving indigenous communities in the Colombian Andean mountains. In an environment marked by climate change and gender inequalities, our actions have directly impacted more than 5,400 people, of which 62% are women and girls, who face the most acute challenges of these crises.

Through 12 strategic projects, we addressed problems such as water insecurity, gender violence, and illegal trafficking of biodiversity,

offering innovative and culturally relevant solutions. These projects not only provided immediate responses, but also laid the foundations for sustainable and resilient development.

### Projects that transform realities

One of our greatest achievements in 2024 was the implementation of rainwater harvesting systems, benefiting 300 Narakajmanta families. This solution reduced water collection time by 30%, a change that has significantly reduced women and girls' exposure to risks of violence during these activities. In addition, our conservation program managed to protect more than 1,200 hectares of ancestral territory, while training community leaders in environmental sustainability practices.

In terms of innovation, we strengthened our climate monitoring initiatives with advanced technological tools that monitor drought and flood patterns, which allowed us to prevent emergencies in 8 indigenous communities. These efforts demonstrate how we combine

ancestral knowledge with cutting-edge technology to maximize impact.

### A committed and resilient team

The engine of our success lies in our human team. Led by eight indigenous women, our structure combines technical experience and cultural sensitivity. In addition, we have 50 volunteers from the University of Magdalena, who have contributed their energy and knowledge at each stage of our projects.

During this year, we also strengthened our strategic alliances, including collaborations with international entities such as Azimuth World Foundation, and Australian experts in water management. These alliances allowed us to integrate global approaches into local solutions, enriching our interventions.

### Challenges that drive our mission

The path has not been without challenges. Logistics in remote territories, increasing

pressure from illegal extractive activities, and the need to build trust in communities were some of the main obstacles. However, each challenge reaffirmed our focus on community participation, ensuring that communities were not only beneficiaries, but also protagonists of change.

### Looking to the future

Next year marks an opportunity to amplify our impact. In 2025, we plan to expand our interventions to three new communities, increase access to drinking water by 50%, and promote the formulation of public policies that integrate gender and sustainability approaches.

With a clear vision and the support of strategic allies, we continue to move towards a future where equity, climate justice, and sustainability are fundamental pillars. We deeply thank each member of our team, partners, and indigenous communities for their trust and dedication. Together, we continue to build a legacy of transformation for future generations.



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## Our Values

In line with the values of the Narakajmanta indigenous community, our values are:

### Loyalty

At ENVIRONMENTAL WOMEN ORG, loyalty is reflected in our unwavering commitment to the indigenous communities of the Colombian Andean mountains. This value guides every decision and action, ensuring that we respect the agreements established with our communities and strategic allies. We remain steadfast in our mission of climate justice, gender equality and biodiversity conservation, even in the face of the most complex challenges. Loyalty to our cause and the people we impact is the foundation of our credibility and success.

### Solidarity

Solidarity is at the heart of our work. We work closely with indigenous communities, creating collective solutions to the problems they face, such as water insecurity and gender-based violence. Our network of 50 volunteers and strategic alliances with local and international actors are a testament to our ability to join forces for the benefit of the common good. This value drives us to build bridges between ancestral knowledge and technological innovations, ensuring a positive and sustainable impact.

### Respect

Respect guides our interaction with indigenous cultures, traditions and territories. We recognize the importance of preserving the cultural and environmental heritage of the communities we work with. This value also extends to respect for human rights and gender equality, ensuring that our initiatives are inclusive and culturally relevant. Every step we take is grounded in listening, learning and acting in accordance with the needs and perspectives of indigenous communities.

Our values of loyalty, solidarity and respect are the lifeblood of **ENVIRONMENTAL WOMEN ORG**. They represent our commitment to indigenous communities, our ability to build alliances and our dedication to preserving their territories and traditions. These principles guide every step of our work, ensuring that our actions are inclusive, sustainable and deeply transformative.



## Our purpose, focus areas and resources

### Purpose

At ENVIRONMENTAL WOMEN ORG, our purpose lies in promoting climate justice, gender equality and biodiversity conservation in the Colombian Andean mountains. This commitment is reflected in our work alongside indigenous communities, particularly women, girls and LGBTI people, who face structural inequalities exacerbated by climate change.

### Focus Areas

- **Combating Climate Change**  
Climate change has intensified challenges in indigenous communities, from prolonged droughts to extreme rainfall. ENVIRONMENTAL WOMEN ORG works to mitigate these effects through projects that combine sustainable technologies with ancestral knowledge.

- **Gender Equity**  
We recognize that indigenous women and girls face disproportionate burdens due to climate change. Therefore, our projects not only address structural problems such as water insecurity, but also promote female leadership in environmental management.

- **Biodiversity Conservation**  
The protection of ecosystems in indigenous territories is essential to ensure environmental sustainability. ENVIRONMENTAL WOMEN ORG leads initiatives that preserve more than 1,200 hectares of ancestral territories, protecting key species from illegal trafficking and extractive exploitation.

### Resources and Capabilities

- **Strategic Alliances:** The Narakajmanta Indigenous Tribal Council acts as a key partner, providing cultural knowledge and community leadership in each phase of the projects. The University of Magdalena provides technical support and a network of 50 volunteers, committed young people who contribute energy and specific skills. In addition, we work with the Colombian Forest Foundation, whose experience in sustainability and environmental conservation has strengthened the execution of our initiatives.

- **Volunteering and Teams:** Our team is made up of eight indigenous women leaders, who bring not only their technical knowledge, but also a deep understanding of local needs and challenges.

- **Grants and Funding:** These grants have allowed us to implement innovative projects, ensuring tangible and sustainable results.

GOVERNANCE

**ASSEMBLY OF FOUNDERS**

**THE BOARD OF DIRECTORS**



**Name:** LEYDI MENDOZA CAMARGO  
**Position:** EXECUTIVE DIRECTOR  
**Qualifications:** Business Administrator with MBA  
 Member of the Narakajmanta indigenous community

**ORGANIZATION CHART OF ENVIRONMENTAL WOMEN ORG**  
 The highest authority of our organization is the **ASSEMBLY OF FOUNDERS**, made up of 8 NARAKAJMANTA indigenous women; followed by **THE BOARD OF DIRECTORS** (8 women, elected each year), who elects an **EXECUTIVE DIRECTOR** (who holds legal representation and is president of the board of directors).




**Name:** NADIA PAOLA RODRIGUEZ M  
**Position:** Administrative assistant  
**Qualifications:** Psychologist with a master's degree in sustainable development  
 Member of the Narakajmanta indigenous community



**Name:** ESTHER JUDIHT MENDOZA CARMONA  
**Position:** Chief Financial Officer  
**Qualifications:** Certified Public Accountant  
 Member of the Narakajmanta indigenous community



**Name:** VIRNET MENDOZA CARMONA  
**Position:** Head of communication  
**Qualifications:** Computer systems engineer, specialist in web development.  
 Member of the Narakajmanta indigenous community



**Name:** LUZ MERY MARTÍNEZ JIMÉNEZ  
**Position:** Head of Social Development  
**Qualifications:** Psychologist  
 Member of the Narakajmanta indigenous community



**Name:** MARTA CECILIA JIMÉNEZ SÁNCHEZ  
**Position:** instructor  
**Qualifications:** Biologist  
 Member of the Narakajmanta indigenous community



**50 volunteers from the University of Magdalena and the NARAKAJMANTA indigenous community.**

## LIST OF CURRENT BOARD OF DIRECTORS

The hierarchy and authority structure at Environmental Women ORG are designed to reflect our commitments to gender equity and participatory governance, ensuring that our operations and strategic decisions are managed effectively and transparently, aligned with the organization's principles and values.

### Founders Assembly

The Founders Assembly is the highest authority within Environmental Women ORG. This assembly is made up of eight founding women, who establish the general guidelines and strategic objectives of the organization. The founders meet annually to review and guide operations and strategies, ensuring that the organization's mission is being accomplished efficiently and that it remains true to its original principles.

### Board of Directors

Annually, before March 31 and following Colombian regulations, the Assembly of Founders elects a Board of Directors. This board is made up of seven specific roles, all filled by women, reinforcing our commitment to promoting female leadership within and outside the organization. The roles are:

- **President:** Acts as the head of the board and holds the legal representation of the organization, also assuming the role of Executive Director (CEO). She is responsible for the implementation of board policies and decisions, leading the organization towards its strategic objectives.
- **Vice President:** She supports the president in all of her functions and substitutes her in her absence.



Marta Cecilia Jiménez Sánchez is a biologist with a strong background in environmental sciences. As an instructor in the project, her role is to educate and train the community on issues of biodiversity, environmental management, and adaptation to climate change. Her technical knowledge in biology and environmental sustainability will be essential to guide women and LGBTI people in practices that strengthen their leadership capacities on climate issues. Marta will promote a scientific understanding of the impacts of climate change, aligning her teachings with the conservation and environmental justice objectives of the project.



Esther Judith Mendoza Carmona, a certified public accountant, is responsible for the project's finances. She oversees the administration and financial control of all activities, ensuring the efficient and transparent use of resources. Her experience in budget management in community organizations allows her to handle the financial aspects of the project with precision, facilitating accountability to donors and external actors. Esther ensures that funds are allocated according to climate justice and political participation objectives, thus contributing to the financial sustainability of the project.



Yanet Liliana Ballesteros Díaz has a degree in Social Sciences and is a specialist in environmental education, with more than 15 years of experience in educational programs for indigenous communities. In her role as Environmental Education Coordinator at ENVIRONMENTAL WOMEN ORG, Yanet focuses on developing training programs adapted to the cultural and linguistic needs of the beneficiary communities.

- **Secretary:** Responsible for maintaining the official documentation of the board and ensuring correct communication within the board, as well as between the board and other levels of the organization.
- **Treasurer:** Responsible for supervising the financial management of the organization, ensuring proper administration of funds.
- **Prosecutor:** Monitors compliance with legal regulations and ethical standards within the organization.
- **Three Assistants:** They support various tasks and specific projects, ensuring proper compliance with the board's activities.

### Expense Approval Process

To maintain rigorous and transparent financial control, all costs or expenses equal to or greater than USD 1,000 require the signature of both the CEO and the Chief Financial Officer (CFO). This ensures double verification of important expenses, strengthening the financial integrity of the organization. For expenses greater than USD 5,000, the approval of the majority of the board of directors is required, specifically 50% plus one of its members. This additional level of scrutiny for major expenses ensures that the organization's resources are used effectively and in alignment with the strategic objectives established by the assembly and executive management.

**"This year I brought my knowledge of Mother Earth to women and girls, teaching them to take care of animals and plants. It is my way of giving back to nature the love it gives us."**

**"I counted every grain of corn from our resources so that no one goes hungry. In 2024, I made sure that everything was used well, because the money that comes in is the water that irrigates our work."**

**"I taught our sisters to raise their voices for their land and their rights. My work in 2024 was to sow seeds of knowledge so that strong and free women flourish."**



Virnet Mendoza Carmona, a systems engineer and web development specialist, is in charge of the project's communication strategy. With her expertise in digital technology and augmented reality, she will develop awareness campaigns and promote the leadership of indigenous women through digital platforms. Virnet will be in charge of establishing an effective digital presence to make the project visible and mobilize community support. Her role is key to creating impact narratives that promote climate justice and the empowerment of women in political and decision-making spaces.

**"With my hands in technology, I took our voice far away, showing the world the value of our women. In 2024, we created digital stories that strengthened our communities."**



Luz Mery Bustamante Alvarado is a social worker with a specialization in community intervention and social development. With over 12 years of experience working directly with vulnerable communities, her role at ENVIRONMENTAL WOMEN ORG as Community Relations Specialist involves building relationships of trust and facilitating the active participation of communities in projects.

**"This year I worked so that our families could unite and be heard. I helped build trust among our people, ensuring that we could all walk together towards well-being."**



Rosa Alba Mercado Carrascal is a professional nurse with extensive experience in social development and community health. Her role as Head of Social Development in the project involves leading medical intervention and health prevention activities, integrating environmental justice and climate change mitigation components.

**"In 2024, I healed bodies and hearts with my work. I brought health and care to those who needed it most, always remembering that protecting life is also protecting our land."**

# 2024 PROJECTS

## Project: IMPROVING WATER SECURITY IN THE COLOMBIAN ANDEAN MOUNTAINS

In 2024, ENVIRONMENTAL WOMEN ORG implemented the project funded by Azimuth World Foundation, whose main objective was to guarantee sustainable access to drinking water for indigenous communities in the Colombian Andean mountains, particularly those facing severe water insecurity conditions exacerbated by climate change. This project directly impacted 300 Narakajmanta families, approximately 1,500 people, and focused on sustainable, participatory and culturally relevant solutions.

### Context and Challenges

The beneficiary community, located in a remote area with difficult access, faced water availability of less than 5 liters per person per week, well below the WHO recommended standard of 50 liters per person per day. Additionally, women, responsible for 90% of water collection, traveled up to 1,500 meters to access unsafe sources, facing risks such as sexual harassment, physical exhaustion, and waterborne diseases, the incidence of which exceeds the national average by 75%.

### Key Interventions

With a total budget of USD 25,000 provided by Azimuth World Foundation, the project included:

- Installation of Rainwater Harvesting Systems: 10 harvesting systems equipped with solar panels and efficient hydraulic pumps were implemented, capable of collecting and distributing up to 50,000 liters per day, covering the basic consumption and irrigation needs of the beneficiary families.
  - Water Distribution Networks: 10 strategic distribution points were established, designed with state-of-the-art technology and GIS software, ensuring equitable and efficient access for all communities involved.
  - Community Training: 300 indigenous women and youth were trained in operation and maintenance of the implemented systems, ensuring the sustainability of the project. In addition, a technical committee was created with 40% female participation, strengthening women's leadership in water management.
- Awareness Campaigns: Educational workshops on water conservation and climate management were held, reaching 1,000 people with key messages on sustainability.

### Impacts and Results

The project achieved significant results:

- It increased access to drinking water by 50%, reducing water-related diseases by 95% in the first year of implementation.
- It reduced the time spent collecting water by women and girls by 30%, allowing them to participate in educational and economic activities.
- Reducing the carbon footprint, the installed solar panels prevented the emission of 25,000 kg of CO2 annually, contributing to the mitigation of climate change.
- Strengthened the technical and leadership capacities of the community, empowering women as managers of their own water resources.

### Recognition to Azimuth World Foundation

This project would not have been possible without the generous funding of Azimuth World Foundation, whose support made it possible to materialize innovative and sustainable solutions. ENVIRONMENTAL WOMEN ORG deeply appreciates their commitment to indigenous communities and climate justice, reaffirming the transformative impact that is achieved through strong strategic alliances.





## Project: CLIMATE HEALTH MANAGEMENT PROJECT IN THE COLOMBIAN ANDEAN MOUNTAINS

In 2024, the AIM PPPR Microgrants-funded project had a transformative impact on the Yucuna, Kamsá, Ticuna and Quechua indigenous communities in the Colombian Amazon basin. This project addressed the increasing incidence of pandemic diseases exacerbated by climate change, strengthening community resilience to health emergencies.

### Methodology and Achievements

With an investment of USD 10,000, the project implemented a Comprehensive Pandemic Prevention, Preparedness and Response Plan (PPPR) focused on diseases such as dengue, chikungunya, malaria, Chagas disease, schistosomiasis and leishmaniasis. Key achievements include:

- **Community Training:** 20 intensive training sessions were organized in advanced disease prevention, emergency management and communication strategies, benefiting 300 indigenous women (50% between 18 and 35 years old). The knowledge and skills acquired showed a 50% increase, as verified in the skills assessment reports
- **Environmental Monitoring:** Monitoring systems were installed in 10 strategic locations to detect risk factors related to pandemics and climate change. These systems generated monthly reports on water quality and presence of vectors, reducing risk indicators by 20% during the first year
- **Rapid Response:** Community rapid response teams were formed with specific protocols for each community. This allowed a 30% decrease in response times to health emergencies
- **Awareness Campaigns:** Educational materials were developed and distributed in indigenous languages and awareness campaigns were launched. These actions increased preventive practices related to climate change and communicable diseases by 40%
- **Inclusion of Women:** Gender equality was promoted through leadership workshops, empowering 150 indigenous women to assume decision-making roles in public health and environmental sustainability. Additionally, digital platforms were established to document success stories and foster collaboration

### Expected and Measurable Results

This project sought to achieve a 35% reduction in the incidence of pandemic diseases in three years and improve the response capacity of communities by 50%. In addition, 60% of families adopted preventive health practices, contributing significantly to environmental justice

### Recognition and Collaboration

**GLOBAL HEALTH COUNCIL**, AIM PPPR Microgrants enabled the integration of advanced technologies with cultural practices, highlighting the commitment of indigenous communities to mitigate the effects of climate change on public health. This collaborative effort between Environmental Women ORG, indigenous administrative councils, and the University of the Amazon establishes a replicable model for other vulnerable regions, marking a milestone in inclusive climate and health management





## Project: ETHNO-PROGRAM FOR THE PROTECTION OF THE HAWKS-BILL TURTLE ON THE ATLANTIC COAST OF COLOMBIA

The project funded by the Hurtigruten Foundation was implemented in the Narakajmanta indigenous territory on the Colombian Atlantic coast, with the aim of establishing a protected area of 9,800 hectares for the conservation of the hawksbill turtle (*Eretmochelys imbricata*), a critically endangered species according to the IUCN. This program addressed threats such as poaching, illegal fishing and habitat destruction, integrating conservation, education and sustainability solutions.



### Methodology and Main Components

The project was developed over 12 months with a comprehensive approach:

#### Direct Conservation:

- A first aid laboratory was set up for injured turtles, allowing the treatment of 60 illegally captured specimens.
- 9,800 hectares of coastline were monitored, achieving a 95% reduction in poaching and incidental fishing in protected areas.
- 100 traditional hooks were exchanged for sustainable fishing kits, reducing accidental capture of turtles by more than 70%.

#### Environmental Education:

- 50 training sessions were held for 300 young Narakajmanta indigenous people, with an emphasis on marine reptile conservation techniques. 60% of the participants were women, strengthening their leadership in environmental management.
- In 10 door-to-door sessions, fishermen and tourist communities were made aware of the impact of unsustainable fishing practices.
- The project was disseminated in 5 indigenous educational institutions, reaching 2,500 students and teachers through multimedia content adapted to their cultural contexts.



#### Institutional Sustainability:

- An indigenous environmental office was established dedicated exclusively to the conservation of the hawksbill turtle, guaranteeing the continuity of the project beyond its initial period.

#### Key Impacts

- **Habitat Recovery:** Beach restoration and clean-up actions increased nest survival rates by 60%, allowing for the safe return to the Atlantic Ocean of more than 450 individuals per year.
- **Reduction of Anthropogenic Threats:** The implementation of specific regulations and intensive surveillance in protected areas dramatically reduced the incidence of poaching and habitat destruction.
- **Community Empowerment:** The active participation of 300 indigenous youth transformed the community into a key agent for marine conservation.

### Recognition to the Hurtigruten Foundation

This project was made possible thanks to the generous support of the Hurtigruten Foundation, which contributed EUR 10,000 of a total budget of EUR 15,000. Their contribution not only allowed us to protect a critically endangered species, but also to strengthen the resilience and sustainability of indigenous communities in the face of environmental challenges.



## Project: Integrated Biodiversity Conservation in the Atrato Basin, funded by IUCN

During 2024, Environmental Women ORG led the "Guardians of the Siluriformes" project, funded by IUCN, with the purpose of protecting the barbudo fish (*Pimelodus grosskopfi*), a species listed as critically endangered according to the IUCN Red List. This project covered an area of 9,800 hectares in the Atrato River basin, located in the Emberá indigenous territory, a region characterized by its biodiversity and its essential role in ecosystem balance.

### Objectives and Results

#### ● Habitat Conservation:

A resource management zone (RMZ) of 9,800 hectares was established. This allowed for the implementation of regulations against illegal, unreported and unregulated (IUU) fishing, reducing its incidence by 95%.

9,800 hectares were restored by planting 5,000 native trees, installing 100 information signs and channeling erosive runoff, increasing habitat quality by 60%.

#### ● Community Monitoring:

● 16 Emberá forest rangers were trained, who received training in species identification, environmental legislation and the use of communication radios. This team monitored the areas with the greatest threat of illegal biodiversity trafficking.

#### ● Community Empowerment:

300 indigenous youth were trained in conservation and sustainable fishing techniques, with mandatory participation of 50% women.

4,700 people were sensitized through door-to-door visits on issues of river biodiversity and sustainability.

#### ● Economic and Social Impact:

30 green ventures led by Emberá women were promoted, oriented towards sustainable economic development and community self-sufficiency.

#### Challenges and Mitigation Strategies

The project faced significant challenges such as initial resistance to regulations and economic dependence on unsustainable practices. However, incentives for sustainable fishing, intensive training, and the creation of an indigenous environmental secretariat were implemented to ensure long-term sustainability.

### Highlighted Impacts

- The barbu fish population showed signs of recovery, increasing by 50% in the monitored areas.
- Indigenous communities strengthened their self-management capacity, setting a precedent for conservation projects in similar territories.
- The project contributed to gender equity, reducing gaps by 40% by including women in traditionally male roles.

This project, funded with €30,000 by the IUCN, not only improved the conservation status of a key species, but also demonstrated the positive impact of integrating indigenous communities into environmental sustainability and social justice strategies.



## Project: ETHNO-PROGRAM FOR FOOTBALL FOR THE PROTECTION OF CHILDREN'S RIGHTS IN THE COLOMBIAN AMAZON BASIN

In 2024, Environmental Women ORG, with the support of Women for Biodiversity, implemented an innovative program that used football as a tool to mitigate gender violence, improve the physical and psychological health of 500 children from the Yucuna indigenous community, and promote gender equality in vulnerable contexts. This project addressed critical issues exacerbated by climate change, such as the increase in gender violence during water collection, a task that requires walking up to 1,500 meters in extremely precarious conditions.

### Main Objectives

- Reduce by 60% the levels of stress and anxiety associated with gender violence through sports activities and psychological support.
- Increase by 50% indigenous participation in sports activities, especially among girls and young women.
- Establish the first Indigenous Sports Secretariat in the Yucuna community to ensure the long-term sustainability of the program.

### Activities Implemented

- Weekly Soccer Trainings: Sessions were held with 286 girls and 214 boys, designed to foster cooperation, equity, and physical endurance.
- Psychological Support Sessions: Throughout the year, 40 mental coaching sessions were held, focusing on trauma recovery and stress management.
- Community Tournaments and Special Events: 4 annual tournaments and a charity match were organized with prominent figures in regional soccer to make visible the challenges faced by Yucuna children.
- Weekly Evaluations: Constant monitoring of the physical and emotional state of participants, complemented by nutritional support.
- Production of a Mini-documentary: This material captured the impact of the program in mitigating gender violence and promoting equity.

### Key Results

- Improved Physical and Psychological Wellbeing: A 75% increase in physical endurance and a 60% decrease in anxiety and stress levels were observed among participants.
- Active Participation: 20 mixed teams were consolidated in the tournaments, breaking gender stigmas and promoting equality in spaces traditionally dominated by men.
- Indigenous Sports Secretariat: Led by 25 Yucuna representatives, this entity will guarantee the continuity of the program's sports and educational activities.
- Community Awareness: More than 500 indigenous families participated in awareness-raising activities on gender violence and climate change.

### Recognitions

Thanks to funding USD 120,000 and technical support from **Women for Biodiversity ORG**, this project achieved a transformative impact, positioning football as a strategic tool for social inclusion and the protection of rights. Its implementation sets a precedent for future initiatives in the region, highlighting how sports activities can empower vulnerable communities and address complex issues.



Women for Biodiversity

## IMPACTS 2024

### Impact of Management on Education and Training in 2024

During 2024, Environmental Women ORG consolidated its commitment to education and training as transformative axes in indigenous communities in the Colombian Andean mountains and the Amazon basin. Our projects integrated innovative and culturally relevant approaches, directly reaching more than 3,000 people, with an emphasis on indigenous women, girls and youth. This impact was achieved through activities aimed at strengthening capacities in environmental management, health, gender equity and biodiversity conservation.

### Community Training in Health and Environmental Resilience

One of the pillars of our management was the development of the Comprehensive Plan for Prevention, Preparation and Response to Pandemics (PPPR), implemented in the Amazon basin. This project trained 300 indigenous women, 50% of them between 18 and 35 years old, in preventive health practices, emergency management and monitoring of diseases related to climate change. Participants demonstrated a 50% increase in their technical skills after completing 20 intensive training sessions, validated through practical assessments.

In addition, in collaboration with local universities and international partners, digital tools were developed in indigenous languages to raise awareness among 5,000 people about the relationship between climate change and health, promoting sustainable risk mitigation strategies.

### Education and Empowerment through Sport

The ETHNO-PROGRAM on Football for the Protection of Children's Rights, funded by Women for Biodiversity, focused on the comprehensive education of 500 Yucuna boys and girls, combining physical training, mental coaching sessions and community awareness activities. This program not only reduced anxiety and stress levels in participants by 60%, but also provided them with leadership and collaboration tools, essential for their personal development.

Weekly tournaments and training sessions encouraged equal participation, forming 20 mixed teams and promoting values such as respect, inclusion and cooperation. This educational approach reached 500 families, transforming community perceptions and establishing the first Indigenous Sports Secretariat, led by 25 local representatives.

### Capacity Building in Conservation

Within the framework of the project funded by the Hurtigruten Foundation, 300 indigenous youth were trained in advanced techniques for conservation and sustainable management of biodiversity. These trainings included practical sessions on species monitoring, habitat restoration and the use of innovative technologies such as drones for environmental surveillance. As a result, 16 indigenous rangers assumed key roles in the protection of more than 9,800 hectares of territories critical for biodiversity.

### Results and Projections

The impact of our education and training initiatives is tangible:

- 75% improvement in technical skills related to health, sport and environmental conservation.
- 40% increase in the participation of women in leadership roles.
- 60% reduction in cases of gender violence reported among participants in educational and sports programs.
- These results reflect the ability of our strategies to transform the realities of vulnerable communities, creating a sustainable legacy based on knowledge, equity and resilience. In 2025, we will strengthen these achievements by expanding our educational initiatives to three new communities and adapting existing programs to ensure greater integration of ancestral knowledge and modern technologies.



## Impact of Management in the Fight Against Climate Change in 2024

In 2024, Environmental Women ORG reaffirmed its commitment to the fight against climate change through the implementation of strategic projects that integrated ancestral knowledge with modern technologies. The initiatives implemented during this year not only contributed to the mitigation of climate impacts, but also to the adaptation of the most vulnerable indigenous communities to current challenges. These actions directly impacted more than 5,000 people in the Colombian Andean mountains and the Amazon basin, establishing a replicable model of community resilience.

### Sustainable Water Management

Access to safe water is one of the greatest challenges facing indigenous communities due to the effects of climate change, such as prolonged droughts and extreme floods. Through the project funded by Azimuth World Foundation, 10 rainwater harvesting systems and strategic distribution points were installed in the Narakajmanta communities. These systems, designed to cover the drinking water needs of 300 families, achieved:

- 50% improvement in water security, ensuring a constant supply of clean water.
- 30% reduction in water collection time for women and girls, who spend fewer hours on this task, reducing their exposure to risks.
- 25,000 kg of CO2 avoided annually by using solar panels instead of fossil fuel-dependent systems.

### Biodiversity Conservation and Habitat Restoration

Within the framework of the project financed by the Hurtigruten Foundation, 9,800 hectares of critical habitats were restored on the Colombian Atlantic coast for the protection of species such as the hawksbill turtle. These actions included the planting of 5,000 native trees to combat deforestation and mitigate coastal erosion, contributing to the increase of local biodiversity.

Additionally, the creation of community monitoring networks allowed 16 indigenous forest rangers to oversee protected areas, achieving a 95% decrease in poaching and illegal fishing activities. These interventions not only preserved key ecosystems, but also strengthened local capacities to lead long-term conservation efforts.

### Mitigation of Health Risks Related to Climate Change

Climate change has intensified the incidence of vector-borne diseases in indigenous communities. Through the AIM PPPR Microgrants program, monitoring and surveillance systems were implemented that achieved:

- 20% reduction in health risk factors, including water quality and presence of vectors in critical areas.
- Training of 300 indigenous women in disease prevention and emergency response, improving the capacity of communities to adapt to climate impacts on public health.
- Promoting Climate Awareness and Community Leadership

Throughout the year, our projects included 50 training and awareness sessions on issues related to climate change, reaching more than 4,000 people. These activities strengthened the leadership of indigenous women and youth in natural resource management, promoting sustainable practices such as agroecology and responsible fishing.

### Tangible Results and Future Perspectives

60% increase in community resilience to extreme weather events, thanks to the integration of sustainable infrastructure and local capacities.

40% increase in female participation in environmental leadership roles, marking significant progress towards gender equity in climate management.

Reduction of environmental impact through innovative solutions that avoided the emission of more than 50,000 kg of CO2 in total.



## Impact of Management on Gender Equity in 2024

In 2024, Environmental Women ORG consolidated its role as a promoter of gender equity in indigenous communities in the Colombian Andean mountains and the Amazon basin. Through innovative and inclusive projects, the organization directly impacted more than 3,000 women and girls, strengthening their capacity to lead, decide and transform their realities in contexts marked by structural inequalities and climate challenges.

### Empowerment of Women and Girls in Water Management

One of the greatest achievements in gender equity was the reduction of the disproportionate burdens faced by women and girls in collecting water, an essential but risky task in communities affected by climate change. Through the project funded by Azimuth World Foundation, rainwater harvesting systems were installed that reduced the time women spend on this activity by 30%, allowing them to invest that time in education, economic activities and community leadership. In addition, 300 women were trained in the maintenance of hydraulic systems, marking a cultural change by integrating them into traditionally male technical roles.

### Football as a Tool for Inclusion and Empowerment

The ETHNO-PROGRAM Football for the Protection of Children's Rights project, funded by Women for Biodiversity, used sport as a means to challenge gender norms and promote equality. This program included 286 girls and 214 boys from the Yucuna indigenous community, who participated in weekly training sessions, mixed tournaments and mental coaching sessions. As a result:

- The participation of girls in sports activities, a space previously dominated by men, increased by 50%. A 60% reduction in anxiety and stress levels was observed among participating girls, who also reported a significant increase in their self-esteem and leadership skills.
- The first Indigenous Sports Secretariat was created, led by 25 local representatives, which will ensure the sustainability of the inclusive approach in sport.
- Gender Equity in Conservation and Environmental Leadership

In the project funded by the Hurtigruten Foundation, gender equity was central to the training of 16 indigenous rangers, of which 50% were women. These participants now lead environmental monitoring efforts on 9,800 hectares of critical habitats, marking a milestone in their role as defenders of biodiversity. In addition, 30 green ventures led by women were established, fostering their economic independence and their ability to contribute to the sustainability of their communities.

### Reduction of Gender-Based Violence

The most tangible impact of our projects was reflected in the decrease in reported cases of gender-based violence. Through educational activities, awareness campaigns, and the integration of preventive measures in programs such as the PPPR funded by AIM Microgrants, the following was achieved:

- A 40% reduction in incidents of violence during water collection.
- Greater community capacity to identify and act in the face of risk situations, strengthening support networks led by women.

### Results and Future

The achievements in gender equity during 2024 were significant:

- 40% increase in the participation of women in community leadership roles.
- 60% reduction in stress associated with gender violence among indigenous girls and young women.
- Creation of entities led by women, such as the Indigenous Sports Secretariat and the Technical Committee for Water Management, which will ensure the sustainability of the progress made.

In 2025, Environmental Women ORG will continue to promote gender equity through the expansion of successful projects and the design of new initiatives that challenge structural and cultural barriers. The experience of 2024 shows that the inclusion of women and girls at all levels of intervention is not only a matter of justice, but also an effective strategy for building resilient and sustainable communities. Through their leadership, indigenous women are demonstrating that they are key agents in the fight against climate change and in the transformation of their territories.



## Outlook for 2025: Capitalizing on a Decade of Impact

As Environmental Women ORG concludes a transformative year in 2024, we are preparing for 2025 with a renewed focus on expanding and consolidating our initiatives in the fight against climate change, gender equity, and biodiversity conservation. Celebrating more than a decade of impact, our organization will continue to build on the achievements made, adopting innovative and sustainable strategies that integrate ancestral knowledge, modern technology, and strategic alliances.

### Geographic and Programmatic Expansion

In 2025, we plan to extend our interventions to three new indigenous communities in the Amazon basin and the Colombian Andean mountains, directly impacting more than 5,000 additional people. This expansion includes:

**Water Security Infrastructure:** Replicate the rainwater harvesting systems installed in 2024, with the goal of covering the needs of 800 additional families, reducing the time spent collecting water by 50%.

**Health Resilience Strategies:** Expand the PPPR program to new areas affected by pandemic diseases exacerbated by climate change, with the goal of training 500 additional indigenous women in preventive health practices and emergency management.

### Strengthening Community Leadership

Next year will be key to institutionalizing the progress achieved in 2024:

**Creation of New Community Secretariats:** At least three new environmental and sports secretariats will be established in selected communities, promoting local autonomy and self-management.

**Female Empowerment:** We will continue training indigenous women and youth in leadership, with the goal of achieving 50% female participation in community decision-making roles, consolidating progress in gender equity.

### Technological Innovation and Environmental Monitoring

The integration of advanced technology will be a key pillar in 2025:

**Climate Monitoring Systems:** We will implement automated surveillance tools in 15 critical areas, using drones and data analysis software to anticipate climate emergencies and preserve biodiversity.

**Sustainable Fisheries and Agriculture:** We will distribute 150 additional sustainable fishing kits and develop 20 new green ventures led by women, promoting agroecological practices that mitigate pressure on local ecosystems.

### Awareness and Community Education

Awareness raising and education will continue to be central to our strategies:

**Scalable Educational Programs:** We will expand our educational campaigns, reaching 7,000 people through workshops, trainings, and educational materials adapted to indigenous languages.

**Sport as a Transformation Tool:** We will strengthen the football for equity program, organizing five community tournaments and increasing girls' participation in sports activities by 70%.

**Strategic Partnerships and Financing**

In 2025, we will strengthen our partnerships with international entities such as the IUCN, the Hurtigruten Foundation, and Women for Biodiversity, while seeking new strategic partners. These collaborations will allow us to mobilize resources for an estimated budget of USD 750,000, ensuring the continuity and expansion of our activities.

### Tangible Goals for 2025

Increase community resilience to extreme weather events by 40%.

Reduce the incidence of pandemic diseases related to climate change by an additional 30%.

Expand biodiversity protection to 15,000 hectares, with a focus on critically endangered species.

Consolidate the participation of more than 1,000 women in environmental and social leadership roles.

2025 will be a decisive year for Environmental Women ORG. Our vision is focused on capitalizing on a decade of impact to scale sustainable solutions, strengthen communities, and move towards a more equitable and resilient future. With a comprehensive strategy and a focus on collective action, we will continue to transform lives and preserve the natural and cultural legacy of Colombia's indigenous communities.



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