



# ANNUAL REPORT



# 2025



# MESSAGE

## FROM THE PRESIDENT & BOARD OF DIRECTORS

Annual Management Report 2025  
ENVIRONMENTAL WOMEN ORG

By: *Nadia Paola Rodriguez Mendoza*  
Legal Representative and Director

### ECO-FEMINISM, CLIMATE JUSTICE, TERRITORY

The year 2025 represents a defining moment for Environmental Women Org and for the Indigenous territories where we work. It is not simply another year of project implementation; it is a year marked by deepening climate instability, persistent social inequalities, and the growing urgency to rethink how environmental governance is designed, who leads it, and whose knowledge is considered valid.

Across the Colombian Andean mountains and the Caribbean foothills of the Sierra Nevada de Santa Marta, climate change has ceased to be an abstract threat. Prolonged droughts, increasingly frequent forest fires, water scarcity, biodiversity loss, and climate-driven health crises are now daily realities for Indigenous communities. These impacts are not neutral. They intersect with gender, ethnicity, age, and historical exclusion, producing disproportionate burdens on Indigenous women, girls, and LGBTI people who sustain life, water, forests, and care systems under conditions of structural neglect.

In this context, 2025 has demanded more than technical responses. It has required political clarity.

Environmental Women Org approaches this moment from a firm conviction: environmental crises cannot be addressed without justice, and justice cannot exist without recognizing Indigenous women as political and technical subjects—not as beneficiaries, not as informal caretakers, but as decision-makers, knowledge holders, and architects of territorial futures.

Throughout 2025, Indigenous women from the Narakajmanta and allied peoples have led processes that challenge dominant models of environmental intervention. They have designed and governed community-based climate observatories, forest monitoring systems, health and nutrition responses, digital connectivity



## MESSAGE

# FROM THE PRESIDENT & BOARD OF DIRECTORS

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infrastructures, and conservation strategies that integrate ancestral knowledge with advanced technologies. These actions are not symbolic. They are concrete exercises of self-determination, environmental governance, and feminist leadership in territories historically shaped by armed conflict, extractivism, and institutional absence.

Our work this year has taken place at the intersection of environmental justice, gender equality, and technology. We understand technology not as an external or neutral tool, but as a political instrument that can either reproduce exclusion or be reclaimed to strengthen Indigenous autonomy. For this reason, Environmental Women Org has prioritized community-owned digital systems, climate data governance led by women, and technological solutions that respond to territorial realities rather than imposing external models.

The environmental justice approach that guides our organization recognizes that climate impacts are inseparable from violence, health inequities, and economic dispossession. Water insecurity exposes women and girls to gender-based violence. Forest degradation erodes cultural memory and livelihoods. Climate-driven diseases disproportionately affect those responsible for water collection and care. Addressing these realities requires integrated responses that combine environmental protection, public health, gender justice, and territorial governance.

In 2025, Environmental Women Org has consolidated itself not only as an implementing organization, but as a strategic actor capable of producing evidence, influencing policy, and building scalable models rooted in Indigenous governance. Our partnerships with Indigenous authorities, universities, international foundations, and cooperation agencies are grounded in trust, accountability, and a shared commitment to systemic change. This Annual Management Report documents more than activities and results. It reflects a political position: that the future of climate action must be led from the territories most affected, by those who have historically been excluded from decision-making spaces. Indigenous women are not on the margins of climate solutions—they are at the center of them.

As we look toward the coming years, our commitment remains clear. We will continue to strengthen Indigenous women's leadership, expand community-governed technological infrastructures, and advocate for environmental justice frameworks that place life, dignity, and territorial sovereignty at their core. In a world facing accelerating ecological collapse, these are not optional pathways; they are essential ones.

*With respect and commitment,*



**Nadia Paola Rodriguez Mendoza**  
Legal Representative and Director  
**ENVIRONMENTAL WOMEN ORG**



# INSTITUTIONAL IDENTITY

## Who We Are

Environmental Women Org is an Indigenous women-led, ecofeminist, non-profit organization based in Colombia, working to advance environmental justice, gender equality, and climate resilience in Indigenous territories. Our work is rooted in the Colombian Andean mountains and the Sierra Nevada de Santa Marta, where environmental degradation, climate change, and social inequalities intersect with historical exclusion and territorial vulnerability.

We operate as a community-centered organization that bridges Indigenous knowledge systems, feminist leadership, and appropriate technologies to support sustainable, rights-based solutions. Environmental Women Org works in close collaboration with Indigenous authorities, women leaders, youth, and community members to strengthen territorial governance and protect ecosystems essential for life.

## Organizational Background

Environmental Women Org has been active since **2019**, emerging from Indigenous women's leadership processes in response to the growing impacts of climate change, environmental injustice, and gender-based inequalities in ancestral territories.

Since its foundation, the organization has evolved from a grassroots initiative into a consolidated civil society actor with recognized technical, administrative, and governance capacities. Over the years, we have implemented diverse initiatives in climate justice, environmental health, biodiversity conservation, community technology, and education, while maintaining a strong commitment



to Indigenous autonomy and collective decision-making.

## Legal Status

Environmental Women Org is a legally registered non-profit organization in Colombia, formally constituted under national civil society regulations. The organization has full legal capacity to establish cooperation agreements, receive and manage international funding, and implement projects in partnership with Indigenous authorities, academic institutions, and international organizations.

Our institutional operations comply with national legal requirements and international standards of transparency, accountability, and ethical management, supported by internal policies and independent oversight mechanisms.

## Ecofeminist and Intersectional Approach

Environmental Women Org is guided by an **ecofeminist and intersectional approach** that recognizes the structural connections between environmental degradation, gender-based oppression, ethnic discrimination, and social inequality.

We understand that climate change and environmental harm affect Indigenous women, girls, youth, and LGBTI people in differentiated and cumulative ways, particularly in territories shaped by extractivism, conflict, and institutional neglect. Our ecofeminist perspective places care, territory, and life at the center of environmental governance, while challenging patriarchal and colonial development models.

Intersectionality informs the design of our programs, ensuring that responses are culturally grounded, inclusive, and attentive to age, gender, identity, and territorial roles within Indigenous communities.

## Guiding Principles

The work of Environmental Women Org is guided by the following principles:

- **Environmental Justice:** Addressing environmental harm as a matter of rights, equity, and historical responsibility.
- **Gender Equality and Indigenous Women's Leadership:** Recognizing Indigenous women as political and technical leaders in climate and environmental governance.
- **Indigenous Autonomy and Territorial Sovereignty:** Respecting Indigenous governance systems, customary law, and collective decision-making.
- **Community Ownership:** Ensuring that initiatives are designed, implemented, and governed by communities themselves.
- **Integration of Knowledge Systems:** Valuing ancestral knowledge alongside scientific and technological approaches.
- **Ethical and Transparent Management:** Upholding accountability, integrity, and responsible stewardship of resources.
- **Transformative Use of Technology:** Promoting technology as a tool for empowerment, data sovereignty, and territorial resilience.

## Governance and Organizational Structure

Environmental Women Org operates under a governance model centered on Indigenous women's leadership, participatory decision-making, and accountability to the communities it serves. The organizational structure is designed to balance strategic direction, technical implementation, and community governance.

### Decision-Making Bodies

The highest decision-making authority of the organization is the **Founders' Assembly**, composed of Indigenous



women leaders who define the organization’s strategic vision, values, and long-term priorities.

The **Board of Directors**, elected in accordance with Colombian regulations, provides institutional oversight, strategic guidance, and ensures compliance with legal, ethical, and organizational standards. The Board plays a central role in safeguarding the mission and integrity of the organization.

### Technical Team and Key Roles

Environmental Women Org is supported by a multidisciplinary technical team that combines professional expertise with deep territorial knowledge. Key roles within the organization include:

- Legal Representation and Executive Leadership:** Responsible for strategic direction, institutional representation, and overall coordination.
- Program and Project Coordination:** Leading thematic areas such as climate justice, environmental health, biodiversity, and technology.
- Technical Specialists:** Professionals in environmental sciences, public health, digital systems, social development, and finance.
- Community Facilitators:** Indigenous women and youth who ensure community participation, cultural relevance, and local governance of initiatives.

- Administrative and Financial Management:** Ensuring transparent, accountable, and compliant organizational operations.

### Articulation with Indigenous Authorities

A core pillar of Environmental Women Org’s work is its formal and continuous articulation with **Indigenous authorities and governance structures**. All initiatives are developed in coordination with Indigenous councils, traditional leaders, and community assemblies, respecting territorial protocols, cultural norms, and collective decision-making processes.



This articulation ensures legitimacy, cultural appropriateness, and long-term sustainability, while strengthening Indigenous institutional capacity and self-governance. Environmental Women Org does not replace Indigenous authority; it acts as a technical and political ally in the defense of territory, life, and environmental rights.

# PROJECTS IMPLEMENTED AND ONGOING – 2025

During the 2025 reporting period, Environmental Women Org consolidated its role as a strategic organization capable of designing, managing, and implementing complex, multi-sectoral initiatives in Indigenous territories. The projects executed and currently under implementation reflect an integrated approach to climate justice, gender

equality, environmental governance, and community-led technology.

Rather than isolated interventions, these projects form a coherent portfolio aimed at strengthening territorial sovereignty, protecting life systems, and positioning Indigenous women as political and technical leaders.

## Overview of Key Projects – 2025

Project Name	Donor / Call	Territory	Duration
<i>Ethnoprogram for Climate Management of Health and Nutrition</i>	International Foundations / Global Calls	Colombian Andean Mountains (Indigenous Territories)	Multi-month (2025–2026)
<i>Ethnoprogram for Climate Management of Health</i>	Global Climate & Youth Platforms	Sierra Nevada de Santa Marta – Narakajmanta Territory	Multi-month
<i>Ethnoprogram for Birdwatching Tourism with Augmented Reality</i>	International Cooperation – Sustainable Tourism	Sierra Nevada de Santa Marta	Multi-phase
<i>Community-Based Biodiversity and Forest Governance Initiatives</i>	Conservation & Biodiversity Funds	Indigenous Territories (Andean and Caribbean regions)	Ongoing

## Strategic Project Summaries

### 1. Ethnoprogram for Climate Management of Health and Nutrition

- General Objective:**  
 To strengthen Indigenous-led systems for preventing and responding to climate-related health and nutrition challenges through culturally grounded and climate-adaptive approaches.
- Key Results (Strategic):**
  - Establishment of community-based health and nutrition response mechanisms
  - Integration of ancestral knowledge with climate-health management practices

- Strengthened local capacities for monitoring and prevention
- Beneficiary Population:**  
 Indigenous women, children, caregivers, and community health actors.
- Differential Approach:**  
 Gender-responsive, child-centered, and culturally adapted, with a strong emphasis on women as caregivers and decision-makers.

### 2. Ethnoprogram for Climate Management of Health

- General Objective:**  
 To reduce climate-aggravated health risks by reinforcing Indigenous governance, preparedness, and response capacities in



# CONSOLIDATED RESULTS AND IMPACTS 2025

In 2025, Environmental Women Org achieved consolidated results that reflect the cumulative impact of its project portfolio across Indigenous territories. Rather than isolated outputs, these results demonstrate systemic change generated through integrated interventions in climate justice, gender equality, environmental governance, health, and technology. The impacts described below are the result of coordinated action across all projects implemented and ongoing during the reporting period.

## Beneficiary Reach

Across all initiatives, Environmental Women Org reached **thousands of Indigenous people** through direct and indirect interventions, with a strong emphasis on populations facing differentiated climate vulnerability.

### Beneficiary profile includes:

- Indigenous women as primary environmental stewards and leaders

- Girls and youth affected by climate-driven disruptions to health and education
- LGBTI people exposed to compounded environmental and social risks
- Community leaders, health actors, and environmental defenders

### Narrative

The majority of beneficiaries participated not only as recipients of services, but as active contributors to governance, monitoring, and decision-making processes.

### indicator:

## Environmental Protection and Territorial Coverage

Environmental Women Org supported the protection and sustainable management of **extensive Indigenous territories**, prioritizing areas critical for water sources, forest conservation, biodiversity, and climate resilience.

Environmental Dimension	Consolidated Result
<b>Forest and ecosystem areas</b>	Large-scale Indigenous territories under community-led protection
<b>Water systems</b>	Strengthened stewardship of rivers, watersheds, and collection routes
<b>Biodiversity</b>	Improved monitoring and conservation of key species and habitats

### Narrative

Territorial monitoring systems and conservation practices are increasingly governed by Indigenous authorities and women-led structures.

### indicator:

## Infrastructure and Systems Established

During 2025, the organization contributed to the creation and strengthening of **community-based infrastructure**, designed to be culturally appropriate, resilient, and locally governed.

### Key infrastructures include:

- Indigenous health and climate-response centers
- Digital and community-based monitoring systems
- Environmental observation points and conservation facilities

Infrastructure Type	Strategic Function
<b>Health and care facilities</b>	Climate-related disease prevention and response
<b>Digital systems</b>	Data collection, early warning, and connectivity
<b>Environmental stations</b>	Biodiversity and forest monitoring

## Capacities Installed and Governance Strengthened

A core impact of 2025 lies in the **institutional and human capacities installed** within Indigenous territories.

### Capacities strengthened include:

- Indigenous secretariats focused on health, environment, and climate governance
- Community brigades for environmental monitoring and rapid response

- Observatories producing territorial data for decision-making and advocacy

### Narrative indicator:

These structures are operational, locally governed, and recognized by community authorities as legitimate governance mechanisms.

## Reductions and Risk Mitigation Achieved

Through integrated interventions, Environmental Women Org contributed to measurable reductions in climate-related risks and harms.

Risk Area	Observed Change
<b>Climate-related diseases</b>	Significant reduction in incidence and severity
<b>Gender-based violence</b>	Reduced exposure in high-risk environmental contexts
<b>Forest degradation</b>	Improved prevention and early detection
<b>Environmental emergencies</b>	Faster and more coordinated community response

### Narrative indicator:

Risk reduction was achieved not only through services, but through prevention, governance, and behavioral change led by Indigenous women.

## Strategic Impact Summary

The consolidated results of 2025 demonstrate that Environmental Women Org functions as a **strategic actor** capable of:

- Integrating environmental, social, and technological dimensions into unified territorial solutions
- Strengthening Indigenous women’s leadership and institutional capacity
- Producing scalable models grounded in environmental justice and sovereignty

These impacts position the organization beyond project execution, contributing to long-term resilience, autonomy, and climate justice in Indigenous territories.



# PROJECTION 2026: STRATEGIC OUTLOOK

Building on the results, lessons, and institutional consolidation achieved in 2025, Environmental Women Org enters 2026 with a clear strategic vision focused on scaling impact, strengthening sustainability, and deepening its role as a reference actor in environmental justice and Indigenous women’s leadership. The year ahead is conceived not as an expansion in volume, but as an evolution in depth, influence, and systemic transformation.

## Strategic Priorities for 2026

Environmental Women Org will concentrate its efforts on a set of interrelated strategic priorities designed to respond to emerging climate risks while reinforcing long-term territorial governance.

### Key priorities include:

- Strengthening Indigenous women’s leadership in climate, environmental, and health governance
- Consolidating integrated climate–health–environment models in highly vulnerable territories
- Advancing community-based technological systems for data sovereignty and early warning
- Reinforcing environmental protection through Indigenous-led forest and water governance

Priority Area	Strategic Focus
Climate Justice	Rights-based, territory-centered responses
Gender Equality	Indigenous women as political and technical leaders
Technology	Community-owned digital systems
Environment	Forest, water, and biodiversity governance

## Scaling Proven Models

In 2026, Environmental Women Org will prioritize the **scaling of validated models**, ensuring they remain culturally grounded and adaptable to different territorial contexts.

### Models to be scaled include:

- Indigenous climate-health governance structures
- Community-based observatories and monitoring systems
- Ecofeminist approaches to conservation and sustainable livelihoods
- Digital platforms supporting environmental data and connectivity

Scaling will focus on **replicability and policy integration**, rather than geographic expansion alone. Emphasis will be placed on peer-to-peer learning among Indigenous territories and on strengthening alliances that enable regional and national uptake.



## Sustainability and Institutional Strengthening

Sustainability in 2026 will be approached through institutional, territorial, and political dimensions.

Key sustainability strategies include:

- Strengthening local governance structures to ensure long-term ownership
- Diversifying partnerships with academic, philanthropic, and multilateral actors
- Reinforcing internal systems for transparency, monitoring, and learning
- Embedding environmental and gender justice principles into local decision-making

Sustainability Dimension	Strategic Approach
<b>Institutional</b>	Governance, accountability, capacity
<b>Territorial</b>	Community ownership and autonomy
<b>Political</b>	Policy alignment and recognition
<b>Knowledge</b>	Continuous learning and adaptation



## New Lines of Advocacy and Influence

Environmental Women Org will expand its advocacy role in 2026, positioning Indigenous women’s experiences and territorial evidence at the center of policy debates.

New and strengthened lines of incidence include:

- Climate and health policy integration at local and national levels
- Recognition of Indigenous women’s environmental data and knowledge systems
- Gender-based violence prevention within climate adaptation frameworks
- Digital rights and connectivity as components of territorial sovereignty

Advocacy Area	Intended Impact
<b>Public Policy</b>	Inclusion of Indigenous perspectives
<b>Data Sovereignty</b>	Recognition of community-generated evidence
<b>Gender Justice</b>	Structural prevention approaches
<b>Climate Governance</b>	Indigenous-led decision-making

## Strategic Positioning for the Future

Looking ahead, Environmental Women Org will continue to act as a **strategic bridge** between

territories, institutions, and global climate agendas. In 2026, the organization aims to strengthen its role not only as an implementer of solutions, but as a producer of models, knowledge, and governance mechanisms

that contribute to long-term environmental justice and Indigenous sovereignty.

The projection for 2026 is grounded in a clear conviction: sustainable climate action must be led from the territories most affected, with Indigenous women at the center of decision-making, innovation, and transformation.

## DONORS

