Celebrating ten years of powerful and bold change in climate justice & human rights

In the face of erasure, creativity and storytelling become acts of survival.
Our theory of change

Slow Factory is a school, knowledge partner and climate innovation organization.

We address the intersecting crises of climate justice and social inequity through open education, narrative change and regenerative design.

Open Education
Fostering and facilitating important conversations and education around climate justice and human rights.

+ Centering the voices and ideas of the Global Majority [Black, Indigenous, and other people of color] to share their knowledge outside the boundaries of institutions & oppressive systems.

+ Providing tools of empowerment:
  + Anti colonial education & critical theory to drive narrative change
  + Workforce development & skills training

Systems Design
Designing models that are good for the Earth and good for people, we make meaningful contributions to the climate movement through supply chain consulting, material innovation (the lab), and developing regenerative systems (waste to resource).

Reversing the intersecting global crises of climate change, biodiversity loss, and human rights abuses.
Our theory of change

**Narrative Change**
Accelerating progress and systems design thinking by offering solutions for people, organizations and brands addressing global challenges.

According to the United Nations Framework Convention on Climate Change (UNFCC), “Education is an essential element for mounting an adequate global response to climate change.” At Slow Factory we build climate literacy and foster climate positive solutions that are Good for the Earth, and Good for the People.

Over 28,000 students from 46 countries participate in our equity-focused education programs. The majority of students, collaborators, program beneficiaries and voices we center are visible minorities and over 85% self-identify as women. We must dismantle the current paradigm of extraction, exploitation, and racial oppression and revive a pan-Indigenous paradigm to restore our relationships to each other and our planet.

Our impact and reach goes beyond just the individuals who attend our programs. We have over 150 million media impressions and our educational social posts have reached 34 million people.

We work with a wide range of companies to change their systems and supply chains, pushing them to change their policies by taking into consideration environmental impact and human rights concerns.
Our theory of change

Our research on sustainable strategies for materials technology, textile innovation and life cycle analysis communicates and influences consumer perception and behavior and creates scalable climate positive solutions.

We are at a turning point where we need to create the right kind of changes if we want our children and their children to have a healthy planet. Slow Factory’s goal is to empower individuals, companies and governments to adopt bold strategies while reforming and evolving existing systems with the focus on benefiting all people and the planet.

Through a lens that examines the intersection of climate justice and social equity we can shift our culture to create systemic change for our collective liberation.
Letter from the leadership collective

Ten years ago, sustainability wasn’t even part of the mainstream lexicon of people, media and industry. We had to trailblaze an industry like fashion to make way for progress in a much needed way for our collective liberation and wellbeing.

When we first started we were called crazy, we were called idealists and we certainly were not welcomed with open arms in an industry as colonial and cut throat as Fashion.

When we launched our collections tied to charity donations to nonprofits, it was considered too far fetched. Today, this has become the norm of how commerce needs to be aligned with non-profits.

When we coined the term “fashion activism” not only were we told that the two words have nothing in common, but we weren’t taken seriously until 2016 when the new US presidency took place in a sea of pussy hats and white feminist values that was the beginning of a reckoning America desperately needed.

The amount of barriers we have taken down in order for the industry to see eye to eye with front-line communities, to be inclusive enough to even begin reckoning with the reality at hand and the solutions we have invited designers and decision makers to partake in to accelerate progress cannot possibly fit in this report.

From the first anti-colonial inclusive climate conference in the Fashion Industry to the first science incubator in fashion to the groundbreaking free open education body of work that has allowed 28,000 people to evolve in their careers with applicable climate justice knowledge to their industry, Slow Factory is a vibe, it’s a culture, it’s a movement, it’s a way of life. — Céline & Team
Pyramid of change

Awareness

Engagement

Action

Change

A decade of narrative change reaching over 40 million people with paradigm-shifting programs; rendering accessible climate education for all

$2M funding progressive climate education, climate action and material science as well as immediate action

Applying climate education through 250 open education classes,

Directly improving the lives of 8,000 people in private chats building communities with each other, 500K engaging on progressive topics
100+ campaigns

“Are we saving the planet, or are we saving the economy?”
— Ena Tshweu, Designer, Indigenous Action Collective

The United States generates 16 million tons of textile waste a year.
How many trees would equate to 16 million tons?

Open Education for Collective Liberation

Callings & Roles for Collective Liberation

Gun Control

6M Impression & reach
# Strategic Narrative Change

Ten years of narrative change

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<thead>
<tr>
<th>Open Education</th>
<th>Landfills as Museums</th>
<th>WM Design Challenge</th>
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<tbody>
<tr>
<td>28K students</td>
<td>Waste to resource</td>
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<tr>
<td>Climate education</td>
<td>Waste-led design</td>
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<td>Critical race theory</td>
<td>Field trip</td>
<td>Field trip</td>
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<td>Fashion &amp; design</td>
<td>Open learning environment</td>
<td>Open learning environment</td>
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<td>Accessibility</td>
<td>Material science</td>
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<td>History</td>
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<td>Material science</td>
<td>Geography</td>
<td>System design</td>
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<td>Soil health</td>
<td>Collaboration</td>
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100 Programs for quality of education
Strategic Narrative Change

Ten years of narrative change

I Really Love this Song

- Art
- Music
- Cultural change
- Behavioral change
- Prompts
- Interactive arts
- Storytelling

The Revolution is a School

- Art installation
- Workshops
- Upcycling
- Planting
- Open learning environment
- Design for accessibility
- Collaboration

Study Hall

- Open lectures
- Free education
- Convening
- Networking
- Showcasing solutions
- Art installations
- Collaborations
- Dinner series
- Thought provoking conversations

2M People impacted for sustainable development

SlowFactory
# Systemic Regenerative Design

Reducing carbon emissions

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<thead>
<tr>
<th>Amazon Rainforest</th>
<th>One X One</th>
<th>Slow Factory Labs</th>
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<tbody>
<tr>
<td>• Campaign reporting on Amazon</td>
<td>• Material science</td>
<td>• Plant-based material</td>
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<tr>
<td>deforestation</td>
<td>• Incubator</td>
<td>• Waste-led design</td>
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<td>• Accessibility justice</td>
<td>• Partnerships &amp; collaborations</td>
<td>• Material science</td>
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<td>• Indigenous knowledge</td>
<td>• Waste-led design</td>
<td>• Food waste to material</td>
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<td>• System design</td>
<td>• Waste to resource</td>
<td>• Plastic-free solutions</td>
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<td>• Sustainable manufacturing</td>
<td>• Biodegradable solutions / circular</td>
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<td>solutions</td>
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$500K Raised to improve industry innovations
10 Years of climate innovation

2012
- Launch
- Changing narratives
- Introducing Fashion Activism

2013
- NASA collaboration
- 25K+ donated to human rights groups

2014
- Partnership with World Wildlife Fund
- $250K raised for climate justice

2015
- Narrative change within the Fashion Industry
- “Fast Fashion is a feminist issue” by SF goes mainstream

2016
- MIT Media Lab Fellowship
- Material science to market

2017
- First inclusive climate conference in Fashion
- “Sustainability” goes mainstream

2018
- International awareness on fashion and climate
- Partnership with United Nations
<table>
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<tr>
<th>Year</th>
<th>Events</th>
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</thead>
</table>
| 2019 | - United Nations Study Hall — Narrative change in Sustainable Fashion  
- Partnership with Swarovski |
| 2020 | - $250K funding material science  
- $150K funding immediate action in human rights  
- Open Education 28,000 students |
| 2021 | - Partnership with the New York City Department of Economic Development  
- Waste Management partnership  
  - $25,000 donated to young designers  
- Donated over $100,000 to Lebanon urgent relief funds & development of long-term solutions |
| 2022 | - Opening Slow Factory Institute  
- Raising $3M to support Climate Justice & Human Rights  
- Launching lab-grown leather alternative  
- Partnering with Parsons, Central Saint-Martins  
- **Awarded for Innovation in Education by Harvard University** |
“Slow Factory is infiltrating, challenging and enhancing traditional disciplinary education.”

“Open Edu has made me understand that I can contribute to making the world a better place.”

“Not only does it provide healing to be able to go on, but guides me as to how and towards where to move. Growing and evolving has felt invasive lately knowing what that impact does. This allows me to move and grow.”

“I think that your classes are very aware of nuance and also have a more radical worldview that wants to catalyze the transition to a just and regenerative future.”

“Open Edu is a place of refuge for me, where I find support for the work I am trying to do, typically alone in my field, and not fitting at all in the normal structures of the traditional university. It is lonely and painful lots of times[...] A place of honesty, hope, constructive effort, learning, and connection.”

“This is one of the only places where I feel like I belong and safe.”

“I have been made more aware of the lens through which I view the world, and Slow Factory continues to help me consider other ways of being.”

“The accessibility of courses that Slow Factory has fostered in their open source model has been inspiring and is fundamental to educational paradigm shift.”

“OpenEdu was so helpful during the pandemic. A place of honesty, hope, constructive effort, learning, and connection.”

“Community Care
Is Climate Action

“It values making education open and available - resisting the commodification of ideas, especially those that can make our communities just.”

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People

- **88%**
  - Global Majority

- **90%**
  - Success rate: promising career path after taking Open Edu

- **500K**
  - Community active members

- **100+**
  - Classes Events / year

- **5K**
  - Young leaders empowered by SF
Industry Impact

International solidarity matters

In the next decade we will have to become fluent in reparative design and designing for chaotic events: how do we survive a tsunami, how do we design for irrigation, how do we design for top-soil regeneration, designing for human survival will become the new necessary field of design: ecosystems over aesthetics.
— Céline Semaan, Fast Company

Slow Factory’s opening at the garment hub in Sunset Park will help create hundreds of fashion jobs onsite and bring tens of millions of dollars of direct economic output to New York City. Additionally, in New York, we are leading the way and showing that prioritizing sustainability can go hand-in-hand with the fashion industry.
— Mayor Adams, NYC.Gov

Slow Factory Foundation has assertively made an effort to reimagine the fashion industry from the history of its cotton fields to the future, where it consumes our planet.
— Forbes
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<tr>
<td>Slow Factory Teams With Adidas And Stella</td>
<td>“Fashion Creates Culture, and Culture</td>
<td>Brands like Nike, Coach, and Gap are destroying the Amazon with their</td>
<td>What Is Slow Fashion? We Explain</td>
<td>New study links major fashion brands to Amazon deforestation</td>
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<td>McCartney On Paid Apprenticeships With</td>
<td>Creates Action”: Céline Semaan on the</td>
<td>leather products These are the most important innovations in material</td>
<td>How to Buy Clothes That Are Built to Last</td>
<td>‘Lockdown has been a wakeup call for the industry’: what next for fashion?</td>
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<td>Free Online BIPOC Course Slow Factory</td>
<td>Industry’s Role in Times of Crisis</td>
<td>design of 2021</td>
<td>Did Your Handbag Help Destroy the Rainforest?</td>
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<td>teams with Vestiaire Collective</td>
<td>Is Your Leather Bag Causing Deforestation</td>
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<td>Refugee Designer Shines a Light on Global Issues</td>
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<td>In The Amazon Rainforest</td>
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## Partners

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<th>MIT Media Lab</th>
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<th>Stand.Earth</th>
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<td>Human rights / Refugee rights</td>
<td>Lecture series Material science</td>
<td>Climate action / Campaigning</td>
<td>Campaigning / mobilizing</td>
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<tr>
<td>ACLU</td>
<td>adidas</td>
<td>Waste Management</td>
<td>United Nations</td>
<td>Clean Creatives</td>
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<tr>
<td>Immigration rights</td>
<td>Open Education</td>
<td>Circular design Waste-led design</td>
<td>Advocacy / Systemic change</td>
<td>Campaigning / mobilizing</td>
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<td>Lecture series on climate justice</td>
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<th>Bolt Threads</th>
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<td>Material science as climate solution / open education</td>
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<th>Ace Hotels</th>
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<tr>
<td>Hosting first climate conference in Fashion / narrative change</td>
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<th>Fibershed</th>
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<th>Swarovski</th>
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<td>First science incubator in Fashion / Material science &amp; innovation</td>
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<th>Natura / Vestiaire / New York Live Arts Tony’s Chocolonely</th>
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<td>Supporting Open Education</td>
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<th>MoMA PS1</th>
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<tr>
<td>Exhibition Free workshops Climate &amp; Culture / Narrative Change</td>
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<tr>
<td>Biomimicry / Narrative change / campaigning</td>
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## Climate Impact

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<tr>
<th>Funding</th>
<th>Grants</th>
<th>Free open education</th>
<th>Accessibility &amp; Disability Justice</th>
<th>Immediate humanitarian response</th>
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<tr>
<td>$5M</td>
<td>$450K</td>
<td>$700K</td>
<td>$200K</td>
<td>$300K</td>
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<td>Climate justice &amp; human rights</td>
<td>Grants</td>
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Climate Institute

- Pollution reduction
- Climate adaptation
- Circular design solutions
- Material science
- Youth program for climate studies
- Garment to garment — upcycling manufacturing
- Non-degree certification
- 90% success rate
By the Numbers

430K followers
7 Million folks reached
28,000 open edu students
88% BIPOC
## Overview

<table>
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<tr>
<th>People</th>
<th>Numbers</th>
<th>Programs</th>
<th>Reach</th>
<th>Impact</th>
<th>Reach</th>
</tr>
</thead>
<tbody>
<tr>
<td>Team</td>
<td>15</td>
<td>Science</td>
<td>+1.5M</td>
<td>Human Rights</td>
<td>1.5M</td>
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<td>Fellows</td>
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<td>Feminism</td>
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<td>Teachers</td>
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<td>Partners</td>
<td>18+</td>
<td>Art</td>
<td>1.5M</td>
<td>Indigenous Sovereignty</td>
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<td>Grantees</td>
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<td>Scientists</td>
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<td>Material Innovation</td>
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# Programs

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<tr>
<th>Name</th>
<th>People</th>
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<tr>
<td>Open Edu</td>
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<td>65,000</td>
<td>Lecture series</td>
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<td>One X One</td>
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<td>Science Incubator in Fashion</td>
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<td>I Really Love this Song</td>
<td>10,000</td>
<td>Climate &amp; Culture</td>
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Team

Slow Factory is a nonprofit that transforms socially and environmentally harmful systems by designing models that are good for the Earth and good for people. We are People of the Global Majority advancing climate justice and social equity through regenerative design, education, and materials innovation. Education is central to the systemic change we need for a livable equitable climate future. We must dismantle the current paradigm of extraction, exploitation, and racial oppression and revive a pan-Indigenous paradigm to restore our relationships to each other and our planet.

Céline Semaan
Leadership Collective, Creative

Colin Vernon
Leadership Collective, Technology

Anja Tyson
Leadership Collective, Development

Kima Cooper
Director of Strategy

Nicole Nimri
Project Lead

Paloma Rae
Community & Design

Joshua Potash
Analyst & Education Lead

Seung Won Bail
Video Editor
Board

Abrima Erwiah, Fashion entrepreneur & educator, Studio 189 and Parsons School of Design

Aja Barber, Writer & fashion consultant with a focus on race, intersectional feminism, sustainable & ethical fashion

Christine Platt, Author, advocate, & lifestyle strategist with a focus on sustainable living

Henrietta Gallina, Creative Director & strategist, social commentator and advocate

Amber Valletta, Actor, model & sustainable fashion activist

Marni Majorelle, Environmentalist, urban horticulturist & community organizer
We support the United Nations Sustainable Development Goals
Make a bigger impact by joining us

Here’s to 10 more years of climate justice & human rights