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SHAKE UP THE ESTABLISHMENT

# ANNUAL REPORT

2023

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NON-PARTISAN  
EVIDENCE-INFORMED  
COMMUNITY-CENTRED



# LAND ACKNOWLEDGEMENT

Shake Up The Establishment (SUTE) is a national youth-led registered not-for-profit organization (#1190975-4) that focuses on promoting climate justice within the geographical confines of what is currently known as "Canada". We use an intersectional approach to promote non-partisan political advocacy, craft accessible evidence-informed educational resources to improve climate and environmental literacy and work to collaborate directly with underserved and structurally vulnerable communities to address injustices. Although we are a national organization with team members from across what is currently Canada, our founders dreamt up, organized and registered this organization upon Treaty 3 lands, belonging to the Erie, Neutral, Huron-Wendat, Haudenosaunee and Mississaugas Peoples. We acknowledge that our actions as an organization and the work that we put out have an impact on these lands and upon all that call it home. We are humbled to be able to follow the lead of Indigenous-led efforts towards the protection and stewardship of this environment since time immemorial across these lands we currently call 'Canada.' We honour the contributions of Indigenous, Black and other racialized peoples within the climate justice space and recognize their resiliency in the face of systemic oppression imposed by the settler colonial state. We aim to incorporate joy, rest and dreaming of futures throughout our work, particularly for racialized and/or Indigenous Peoples, women and gender-diverse peoples, low-income, neurodiverse, and (dis)abled youth, to help craft a more sustainable movement. We want to make space for people to reflect on their relationship to lands they live, work and thrive upon, and encourage all to show up responsibly and in solidarity with Indigenous communities to care for and nourish each other and these lands accordingly.

We actively employ anti-oppressive practices, safe space policies and accountability procedures and value them above all deliverables and work. We continue to learn about historical and present injustices to ensure we promote the use of a trauma-informed, equity-centred approach in our work through our anti-colonial educational storytelling platform, Righting History, and Righting History's Active Learning Club initiative, which is mandatory for all members at SUTE to participate in.



# OUR LEADERSHIP



**Manvi Bhalla (she/her)**  
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**Christina Di Carlo (she/her)**  
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**Taro Halfnight (he/him)**  
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SUTE views the work that we do as a form of distributive justice and radical change making. We prioritize our member’s priorities first, with ‘no questions asked’ time off, co-designed contracts, and ethical wages for paid opportunities. We continue to adapt and optimize our contractual agreement process and invest in enriching our space to continue to support diversity, inclusion, equity, and justice to create space for youth activists in this movement.

### Self-reported data from SUTE members

- **93%** of members self-identify as women or gender-diverse
- **75%** leadership positions are occupied by individuals who self-identify as women
- **50%** members of our Board of Directors self-identify as racialized women
- **39%** of members self-identify as neurodiverse
- **38%** of leadership positions are held by individuals who self-identify as racialized
- **46%** of members at SUTE self-identify with a diverse sexual orientation
- **100%** of our Board of Directors self-identify as women
- Members of our community collectively speak **14** different languages



# ABOUT US

## Mission Statement

Shake Up The Establishment is a youth-led, community-centred, non-partisan organization that aims to make evidence-informed information readily available to the Canadian population to promote informed voting, advocacy practices, and political accountability surrounding human and social justice issues that are exacerbated by the climate crisis.

## Our Approach

SUTE is an organization that focuses on climate justice through awareness campaigns, educational resource creation, and collaborations directly with communities working to address injustices, improve climate literacy, and most importantly, support political action. As always, we remain non-partisan, scientifically informed, and youth-led.

To quote the UN, “the impacts of climate change will not be borne equally or fairly, between rich and poor, women and men, and older and younger generations”. Consequently, there has been a shift in the climate change discourse from recycling and economic imperatives to human rights and political accountability. Essentially, climate justice is a human-centred approach, informed by science, which works to protect the rights of “the most vulnerable people and share the burdens and benefits of climate change and its impacts equitably and fairly” (Mary Robinson Foundation, 2020).

Creating sustainable solutions and policies to combat climate change has been the greatest challenge facing our generation. Working together with youth across Canada, SUTE takes an intersectional approach to address climate justice and intertwined systemic issues that lead to inequitable health and life experiences.

## OUR GOALS:

1

To promote informed advocacy & political action by providing information on major political promises and decisions pertaining to topics underlying climate justice, including but not limited to environment, sustainability and climate change, in addition to social issues such as racism and discrimination based on gender identity, sex, sexual orientation and other social determinants of health, in a non-partisan manner, with evidence-informed, credible information.

2

To demand a climate action plan from political leaders that will reduce emissions and waste production, promote renewable energy and conservation, and support structurally vulnerable, historically underrepresented and minoritized, and under-served communities above all else.

3

To hold the Canadian government accountable for their promises made towards human health and wellbeing, inclusive environmental protection, climate action, and the environmental determinants of health.

4

To educate and increase the public's understanding of climate justice-related topics by contributing to research in this field, and by disseminating information on these topics through educational resources, awareness campaigns.

5

To foster meaningful relationships and partnerships with key community stakeholders & ally organizations, expand and build on existing initiatives, and amplify underrepresented voices and stories.



# OUR YEAR

## IN 2023 WE:

Invested **over 9,500 hours** in our collective future.

Created space for **24 youth activists** in this movement.

Created **32 paid opportunities for youth** to grow within the climate justice space.

Employed **15 youth activists**, offering **ethical wages**.

Were entrusted by **10 community funders** to create change.

Welcomed **10 new members** and retained **14 members** from the previous year

### In the Media

Click to read some of SUTE's media features from this year.



### Connecting Online



**9,693** website hits  
**10** new resources



**5,025** followers  
**65,160** reached



**4,484** streams  
Across **29** countries

# CONTENT CREATION

 [www.shakeuptheestab.org](http://www.shakeuptheestab.org)

Since 2019, SUTE researchers have created over **100 new resources**.  
Click to read some of the highlights from this year...

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**Calls to Action for Those in What is Currently Vancouver -- Tell City Council to Sue Big Oil!**
- 


**Shake Up The Establishment's Feedback on the Federal Offsetting Policy for Biodiversity**
- 

**B.C. Not On Track To Meet Climate Targets: Urgent Action Needed to confront Climate Emergency**
- 

**N.W.T. Wildfires 2023: Updates & Relief Information**
- 

**Deforestation & International Trade**
- 

**Towards Collective Liberation: Calling for Ceasefire, Ending Occupation of Palestine & Peace for All**



Climate Conversations: Youth Leaders from Coast to Coast

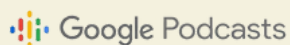
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We are youth, and we are reclaiming our spaces and establishing new ones. We stand to make climate and social justice conversations accessible to all. We will hold our governments accountable and provide you with the tools to do the same. Establish is available for streaming on all major podcast platforms with 13 episodes (and growing!). This season hired seven researchers and hosts with the funding of the Jane Goodall Institute of Canada Roots & Shoots program.





# THIS YEAR AT SUTE



## RIGHTING HISTORY



Righting History is a collaborative anti-colonial history and storytelling-focused climate justice education platform. It was created by Shake Up The Establishment in 2022 to fill the gaps of unwritten and incorrect historical takes that have been dominated by white-supremacist settler colonial narratives. We believe that this plays a large role in shaping the necessary context for the progress of our movements and achieving social and climate justice. Over the past year, this initiative created 3 paid leadership positions for youth, 2/3 identifying as BIPOC women. With the support of Foundation for Environmental Stewardship and Canada Summer Jobs, we prioritized equitable wages at \$22.25 per hour.

Righting History also houses our Active Learning Club resources that are mandatory for SUTE members and made publicly available to promote learning about historic and current systems of oppression.

In 2023, we learned about...



**Just Transition**  
Part 1

ACCESS ALC



**Indigenous Sovereignty**  
Part 1

ACCESS ALC



**Indigenous History**  
Part 1

ACCESS ALC



Decolonial Approaches Towards  
**Mental Health**

ACCESS ALC



**Anti-Black Racism**  
Part 1

ACCESS ALC



**Anti-Black Racism**  
Part 2

ACCESS ALC



**Intersectionality**

ACCESS ALC



**Thanksgiving** and its  
Links to Colonialism

ACCESS ALC

# THIS YEAR AT SUTE

## Practicing Rest, Recovery, Resistance: An Interactive Dreaming Journal

We published our first book! Written by our team of experienced, intersectional, youth climate justice organizers, this interactive journal enlists readers to explore and play with SUTE's Rest, Recovery and Resistance (3RS) framework (a spin on sustainability's well-known slogan "Reduce, Reuse, Recycle"). The new 3RS focuses on investing in the change-makers themselves, particularly equity-deserving youth for climate justice, to ensure the long-term sustainability of the environmental movement amidst co-occurring crises and capitalism. This book (or rather, a love letter from SUTE to the wider community) is a must-have for climate activists, community organizers and engaged citizens alike.

Featuring 244 hand-illustrated pages, 40+ thoughtful activities, dreamy creative pieces, and interactive evidence-informed readings with QR codes linked to critical resources, this journal functions as an organizer's manual that guides readers on how to incorporate intersectionality, systems-thinking, & decolonial practices within their climate solutions work.

With the support of our funders, this initiative created **7 paid positions** for youth in what is currently Canada, with over half identifying as BIPOC.



**ORDER NOW**

100% of proceeds go towards  
Righting History!





# THIS YEAR AT SUTE

## Shake Up Your Community

Shake Up Your Community (SUYC) provides volunteer and paid opportunities to young organizers from various regions across what is currently Canada to engage in local policy advocacy and coalition work as a representative of SUTE. This work meaningfully supports existing campaigns/local advocacy efforts across the country that address community-identified or urgent policy needs.

In 2023, youth leaders in this program:

Facilitated a demonstration where **100 letters** stylized as job application cover letters were hand delivered to the office of the Minister of Labour and Employment, Workforce Development, and Disability Inclusion. This initiative was in support of the Youth Climate Corps program that aimed to create sustainable jobs for youth.

**SUE  
BIG OIL**



Expanded our **'Map the System'** interactive database of activist organizations across what is currently Canada to facilitate connections amongst like-minded advocates promoting sustainability and justice.

**MAP THE SYSTEM** 

Engaged over **100 change-makers** at our Sue Big Oil event in Vancouver. The event celebrated the release of our Sue Big Oil party-planing kit that helps everyday citizens raise awareness about the campaign to hold polluters accountable.

Launched **'Infiltrate the System'**, a virtual community bulletin board that short-lists news, events, and grassroots calls-to-action to improve the accessibility of local advocacy initiatives to the general public.

SUYC members consistently participated in meetings and working groups with our affiliated networks and coalitions to identify and respond to **community-based concerns**. Responding to calls-to-action involved the creation of **climate engagement tool-kits** for the general public, launching social media campaigns, and amplification of key messages from our ally organizations.



# STATEMENT OF OPERATIONS

## INCOME

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Grants and Foundations	\$29,877.00
Government Grants	\$29,296.00
Partnerships	\$7,122.62
Services	\$6,756.00
Sponsorships	\$15,000.00
Donations	\$2,500.00
Merchandise	\$5,094.73
Miscellaneous	\$361.51
<b>Total Income</b>	<b>\$96,007.86</b>

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## EXPENSES

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Program Expenses	-\$89,298.61
Administration expense	-\$17,712.51
<b>Total Expenses</b>	<b>-\$107,011.12</b>

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**EXCESS REVENUE OVER EXPENSES**      **-\$11,003.26**



# STATEMENT OF OPERATIONS

## SCHEDULE A

### GRANTS AND FOUNDATIONS

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Foundation for Environmental Stewardship	\$27,500.00
Jane Goodall Foundation	\$1,000.00
Green Belt Foundation	\$1,377.00
LUSH Charity Pot	\$15,000.00
<b>Total</b>	<b>\$44,877.00</b>

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## SCHEDULE B

### GOVERNMENT GRANTS

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Canada Summer Jobs	\$29,296.00
<b>Total</b>	<b>\$29,296.00</b>

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## SCHEDULE C

### PARTNERSHIPS & PROFESSIONAL SERVICES

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CCEDNet	\$2,000.00
University of British Columbia	\$1,747.71
West Coast Environmental Law	\$1,071.40
Climate Emergency Unit	\$2,303.51
<b>Total</b>	<b>\$7,122.62</b>

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# STATEMENT OF OPERATIONS

## SCHEDULE D

### PROGRAM GENERAL EXPENSES - BY EXPENSE

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Salaries & Benefits	-\$49,974.56
Honoraria	-\$14,202.00
Marketing & Communications	-\$2,382.43
Merchandise	-\$3,481.30
Accessibility	-\$6,643.30
Events	-\$2,014.42
Service Fees	-\$3,069.03
Printing & Shipping	-\$7,531.57
<b>Total</b>	<b>-\$89,298.61</b>

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## SCHEDULE D

### PROGRAM GENERAL EXPENSES - BY PROGRAM

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Rest, Recovery, Resistance (3Rs)	-\$7,783.84
Righting History	-\$36,972.43
Experiences Canada	-\$4,000.00
Establish the Podcast	-\$1,194.83
Voices of the Greenbelt	-\$2,069.48
Canada Summer Jobs	-\$23,157.92
Shake Up Your Community	-\$11,723.80
Sue Big Oil	-\$2,396.31
<b>Total</b>	<b>-\$89,298.61</b>

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# STATEMENT OF OPERATIONS

## SCHEDULE E

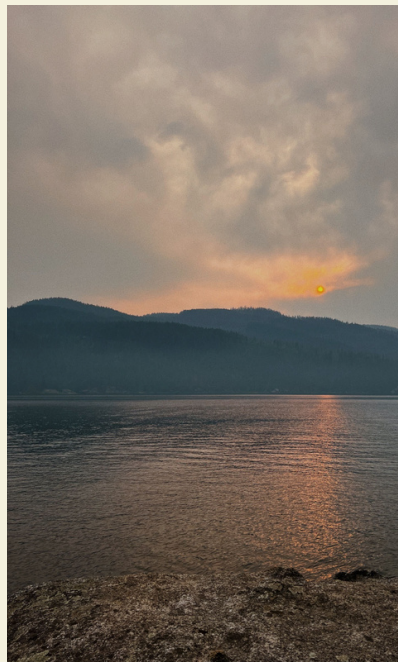
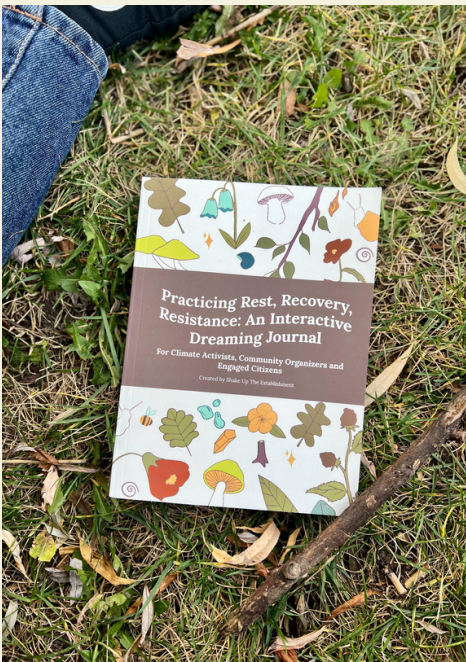
### ADMINISTRATIVE EXPENSES

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Insurance	-\$1,431.00
Bank fees	-\$282.00
Online subscriptions	-\$907.41
Credit card fees	-\$12.00
Taxes	-\$8,947.75
Honourariums	-\$297.00
Financial Services	\$5,795.00
Shipping	-\$40.35
<b>Total</b>	<b>-\$17,712.51</b>

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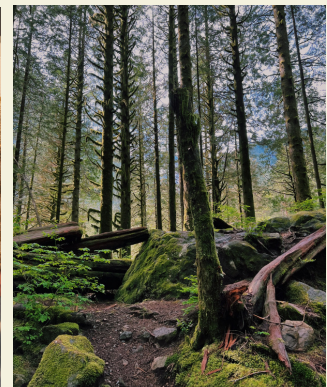




The unique passion and creativity of each and every team member serves as the driving force behind SUTE's impact in the climate justice movement. We are proud of the strides that we have made in the past year, while recognizing there is much work to be done to challenge systemic injustices and demand political accountability. We are committed to ongoing learning and working towards sustainability and justice for our collective future.

I continue to be inspired by my SUTE family every day and look forward to the year to come.

*Christina Di Carlo*  
**CHRISTINA DI CARLO**  
CHAIR OF THE BOARD







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Find Us Online

