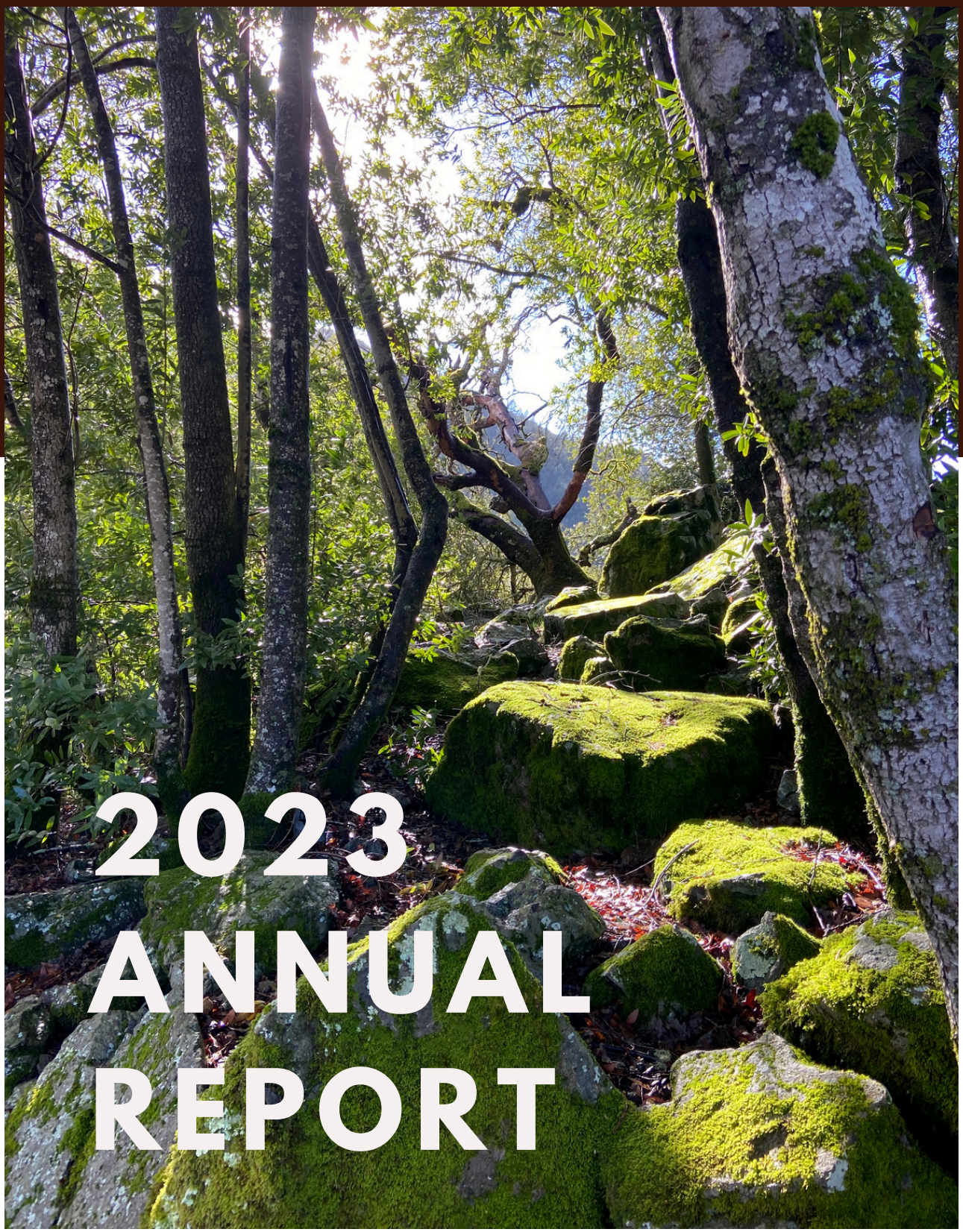
REDBUD RESOURCE GROUP.



2023 ANNUAL REPORT

WWW.REDBUDRESOURCEGROUP.ORG
REDBUD RESOURCE GROUP.
501C3



CELEBRATING A YEAR OF COMMUNITY EMPOWERMENT.

Our Mission

Redbud Resource Group is a California Native American led 501c3 non-profit dedicated to improving public health outcomes for Native American communities through education, research, and community partnerships.

Our Vision

Our vision is *to eradicate disparities experienced by Native communities,* by facilitating the redistribution of resources, and encouraging cultural revitalization that contributes to lasting healthy communities and ecosystems.

We help organizations, institutions, and employers become valued partners with Native peoples and their communities. Our programs utilize public health and education research to empower change, fill knowledge gaps, and improve outcomes for communities experiencing chronic disparities.







LEADERSHIP SNAPSHOT

BOARD OF DIRECTORS

In 2023, Redbud met its goal of having a **100% California Native Board of Directors**. This year, we welcomed **Chairman Ron Goode of the North Fork Mono Tribe** and **Angela Bolton from Berry Creek Rancheria.**



Taylor Pennewell
Executive Director



Madison Esposito
Board President



Jeff Radigue
Board Member



Ron Goode
Board Member



Angela Bolton
Board Member

A NOTE FROM THE DIRECTOR

To our community,

In Spring 2020, my cousin and I started Redbud with the mission of improving the visibility of Native communities in education, public health, and environmental conservation. We worked to spotlight the strength, power, and resilience inherent in the Native community, with the hopes of galvanizing healthy partnerships between Native and non Native communities for the shared benefit of all people and ecosystems. Over the course of three years, our dedicated team has **developed online programs, provided platforms for Native leaders, and created impactful curriculum materials**. The impact has been significant, evidenced by increased tribal consultations, expedited land return processes, curriculum adjustments, and an overall enhancement of Native leadership across sectors.

In 2023, we elevated our efforts by introducing **in-person programs**, sharing our **Native Studies curriculum** globally, and documenting **Land Back case studies**. We've celebrated and showcased the strengths of Native communities while fostering meaningful connections through in person events, field trips, and virtual programming that centers the leadership of California's diverse Native peoples.

Looking ahead to 2024, we are **expanding our Native leadership initiatives** with the introduction of the *"Restoring Right Relations"* program. We're writing more comprehensive **statewide curriculum**, and training hundreds of teachers nationwide. We're creating more **tribal relations strategic planning tools** so that tribes and non Native allies can come together to create a safer, healthier future for all. Redbud remains dedicated to facilitating opportunities for learning, collaboration, and contributing to a healthier world. Stay tuned for the unfolding of our next chapter!

Sincerely,
Taylor Pennewell
Co-founder, Executive Director



2023 AT A GLANCE



Photo: "How can you go beyond land acknowledgements?"

Tribal Leadership and Tribal Relations

- **Partnered with 12 CA Tribal communities** to uplift their knowledge and expertise through field trips, film case studies, expert roundtables, and more.
- **Expanded *Going Beyond Land Acknowledgements*** tribal relations training **nationally**, traveling coast to coast to provide tribal relations training.
- Directly **trained 659 individuals** representing hundreds of organizations, government agencies, foundations, parks, and universities, **impacting 10,000+ people.**
- **Released 8 new strategic planning tools and video resources** for organizations to improve their tribal relations strategies.
- **Engaged in California's Truth and Healing Council** convening.

Teacher Training and Curriculum Development

- **Created a first-of-its-kind California Indian Genocide curriculum,** to be implemented in schools state wide.
- **Provided Professional Development training** for teachers in the K-12 setting, reaching approximately **15,600 students.**
- Delivered a state-wide teacher needs assessment on the **California Governor's Council on Holocaust and Genocide Education.**
- Partnered with **local school districts to scope and sequence Native Studies courses, set to impact 1000s of students annually.**
- Engaged community to **collect and distribute Native-authored books to over 350 Native students in local school districts.**
- **Convened Native educators and community representatives** to serve on a **review board for our curricula.**



Photo: Audience members at a film premiere for Redbud's "*Steps to Land Back*" series.



CONNECTING COMMUNITY, SHARING WORLD VIEWS

The best way to learn about the strengths of California's diverse Native communities is to go to the source.

This year Redbud's **Right Relations** program, in partnership with **TOGETHER Bay Area,** provided **curated field** trips roundtable discussions, and interactive activities for public agencies, conservation, and environmental organizations. Participants explored the relationship between colonialism and environmental challenges from an Indigenous lens. By the end of the program, **all participants submitted a tribal relations strategic plan** so that they can put their learning into practice!



Photo: Wappo Tribal Member, Desirae Harp with members of Brown Girl Surf., one of the many participants in the Right Relations' Program. Photo taken in Wappo Territory, Sugarloaf Ridge State Park

Examples of Tribal Relations commitments include:

- Integrating local Tribes in decision-making processes.
- Offering free admission for Native communities.
- Establishing an internal cross-departmental Indigenous Solidarity Committee.
- Creating long term funding solutions for Tribal partners.
- More!

97% of participants feel that having strong tribal relationships is important to their work.



Photo: Right Relations' Program Participants .
Photo taken in Ohlone Territory, Coyote Hills Regional Park.

"Partnering with Redbud Resource Group on the Right Relations program has been some of the most interesting, satisfying, and rewarding work of my 25-year career. We co-created a program to build TOGETHER Bay Area members' capacity for alliances with Native American Tribes and communities. Not only did the 45 participants have a meaningful experience, we are changing cultures and systems that will have a direct and positive impact on Native California."

- Annie Burke Executive Director
TOGETHER Bay Area



PATHWAYS FOR MEANINGFUL NATIVE LEADERSHIP

How do we advance Native leadership?



Multiple Paths for Native Leadership

Redbud is committed to growing the Native community's capacity to lead in a variety of settings. To support and empower Native leaders, we've organized the following:

- Native-led field trips.
- Roundtable discussions with Native community leaders.
- Film case studies made by Native filmmakers.
- California Native Studies curricula.
- Native-led Community Review Sessions.
- Book drives, distributing Native authored books to Native students in public schools.

These strategies work together to help and strengthen Native leaders, offering a supportive environment for leaders to build new skills and expand their relationships.

"Redbud has created an opportunity for Native people to share our stories of connection with [our homelands at...], Sugarloaf Ridge State Park and its staff. As well as express our deep connection, concern, and love for the lands our ancestors have called home for thousands of years."

-Alyx Howell-Pina
Wappo Community Member



Photo: Wappo Tribal community members at Redbud's Film Premiere for "Wappo and Sugarloaf Ridge State Park" Photo taken: Somo Cowork, Rohnert Park, CA



EMPOWERING COMMUNITY SHARING WORLDVIEW

How do we make #LandBack a reality?
What happens once Native land access is restored?

Film Case Studies

Our ***Steps to Land Back*** film series continues to spotlight successful Land back stories, highlighting how redistributing land and resources to Native communities benefits all communities and ecosystems.

In 2023, Redbud Resource Group partnered with **Happy Valley Film Company,** a California Native owned media company, to continue to expand Redbud's film case study series. We look forward to creating more Native-led films to come in 2024!



Photo: Redbud Resource Group and Happy Valley Film Company with the Konkow Maidu Community Photo Taken: Konkow Maidu Territory



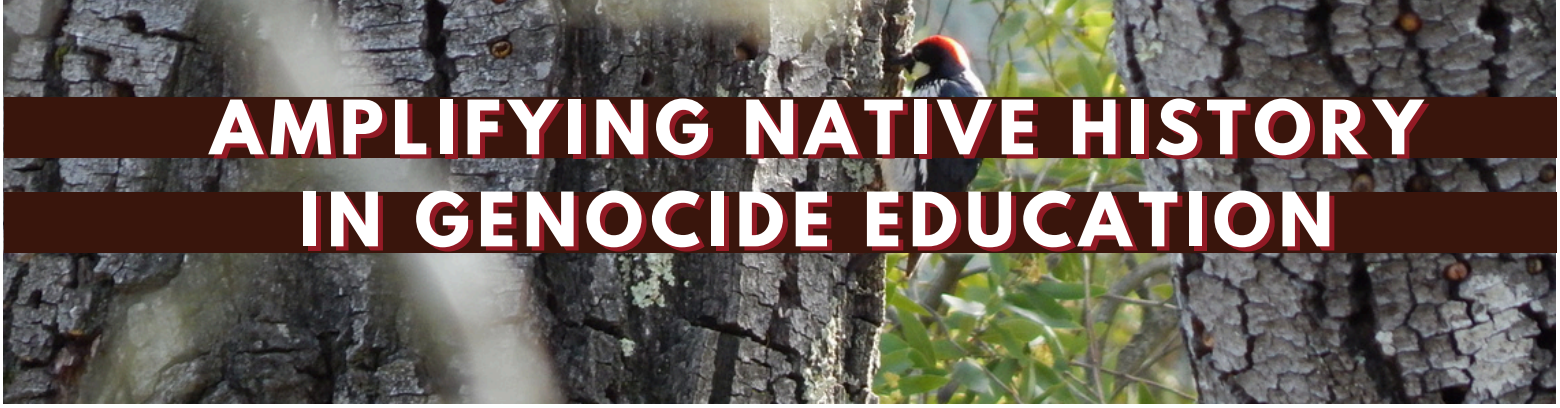
Photo: Redbud Resource Group and Happy Valley Film Company with Brendan Moriarity, the Property Asset Manager for the City of Oakland Photo Taken: City of Oakland

Processing and Planning Tools for Improved Tribal Relations

Along with our Tribal film case studies, we've created a series of **tools and supplemental videos** to help our audience process and apply the lessons from the ***Steps to Land Back*** film series to their own work. Our 2023 tools include:

- **Allyship Spectrum**
- **Sovereignty Spectrum**
- **Watershed Mapping Activity**
- **Conversations on Cultural Easements**
- **Learning about Land Trusts**

FOR ADDITIONAL INFORMATION ABOUT OUR TOOLS AND SUPPLEMENTAL VIDEOS DESCRIBED HERE VISIT OUR WEBSITE REDBUDRESOURCEGROUP.ORG



AMPLIFYING NATIVE HISTORY IN GENOCIDE EDUCATION



Photo: Redbud's education team hosts a community feedback session reviewing California Indian Genocide lesson materials.

Weaving the Future, Confronting the Past: Resources for Teaching California Native History

Redbud's new curriculum and teacher professional development **"Weaving the Future, Confronting the Past"** prepares teachers to implement lessons on the California Indian Genocide with middle and high school students. We equip educators with the tools to navigate this sensitive subject to encourage empathy and healing from an Indigenous lens.

Of the **104 teachers trained** in 2023, **100%** reported feeling more prepared to teach the California Indian Genocide. The estimated student reach of these trainings for the 2023-24 school year is **15,600 students.**



100%

of participants felt more prepared to teach about CA Native history.

"Redbud Resource Group's resource materials on the California Indian Genocide are not just critical, groundbreaking, and long overdue—they are excellent curriculum. Teacher- and student-facing materials are thoughtful and wise in supporting readers to learn, reflect, and feel. "

-Leah Halper, Retired History Teacher, participant of professional development workshop for teachers - *(Re) Introducing the California Indian Genocide.*

This work is a project of the California Teachers Collaborative for Holocaust and Genocide Education established by the JFCS Holocaust Center, with support from a grant from the Marin County Office of Education and the State of California.

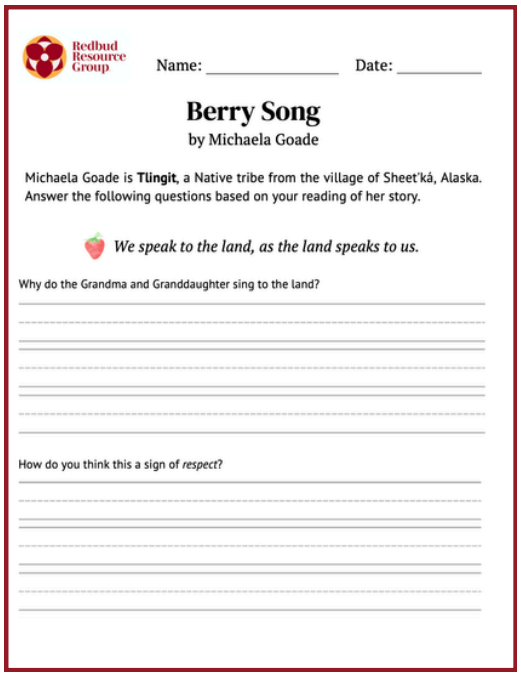
DELIVERING RESOURCES FOR INCREASED VISIBILITY IN SCHOOLS

In celebration of Native American Heritage Month, Redbud Resource Group teamed up with Windsor Unified School District's Native American Education Program to hold a donation-based Book Drive supporting Native American youth. **350+ self-identified Native K-12 students** in the Windsor school district received a free book written by a Native American author.

Donors were encouraged to purchase books from Native-owned bookstores such as Massey Books, Quiet Quail Books and Birchbark Books.



Photo: Redbud collected over 300 Native-authored books for a first-of-its-kind Native American Heritage Month Book Drive!



Redbud Resource Group

Name: _____ Date: _____

Berry Song

by Michaela Goade

Michaela Goade is **Tlingit**, a Native tribe from the village of Sheet'ká, Alaska. Answer the following questions based on your reading of her story.

We speak to the land, as the land speaks to us.

Why do the Grandma and Granddaughter sing to the land?

How do you think this a sign of *respect*?

Photo: Building relationships with WUSD teachers gets authentic, respectful Native-themed curricula into the classrooms, such as this worksheet for *Berry Song* by Michaela Goade.

"Research shows that students engage more in school when they can connect with the books they read. I could feel the excitement in our Native youth as they received books reflecting their own communities written by people of those communities; it makes me feel proud to be Native, and proud to be doing this work."

-Trelasa Baratta, Redbud's Education Specialist, on her reflections from disbursing books to the Native students of Windsor Unified School District.



WE'RE JUST GETTING STARTED.

Our 2024 plans:



Education

- Distribute California Indian Genocide curriculum statewide.
- Increase Tribal capacity to write lesson plans through skill building workshops.
- Expand teacher Professional Development nationwide in partnership with national institutions.
- Provide Native youth programming.



Tribal Relations and Tribal Leadership

- Increase Tribal leadership capacity through Native Leadership Program: Restoring Right Relations.
- Develop new field trips featuring additional Native communities across California.
- Release 4 ***Steps to Land Back*** films featuring different tribes, Native NGOs, and Native land trusts across the state.
- Continue our Tribal Relations programming with a 2nd and 3rd cohort of Right Relations with TOGETHER Bay Area.
- Expand Tribal workforce capacity building partnerships.

"All people can learn from the resilience of Native people. Our ancestors were brave, innovative, and adaptable. In order to create a healthier world for all people and ecosystems, we need grounded, value-driven organizations like Redbud to lead the way in creating a new standard, based on generations of wisdom. "

-Madison Esposito, Co-founder, Board President

THANK YOU TO OUR DONORS!

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