Dear Supporter,

This year has gotten off to a fantastic start!

On April 30, 2019, we will co-host our first in-person workshop for DC-area advocates on racism in the animal rights movement and what we can do about it, later in May we expect to announce our first hire, and we recently received a $50,000 grant from Animal Charity Evaluators’ Effective Animal Advocacy Fund. How’s that for four months!? 

Encompass is now one-and-a-half years old. What started as an idea to better foster racial diversity, equity, and inclusion (DEI) in the farmed animal protection movement is now a concept that's quickly growing and permeating all sectors of our cause.

We’re seeing momentum we can’t keep up with, as organizations and advocates of color reach out for support on an almost weekly basis. Being an organization of one has been challenging which is why for the last few months we’ve been working hard to grow our team. I can’t wait to share more on that front soon.

It’s been a long road to get here. Our focus for 2018 was to build the foundation of Encompass. We wanted to dig deep and get things right before beginning our programmatic work. We also wanted to ensure that the programs we’d offer would effectively serve the needs of the community on both an organizational and individual level.

We’ve done the work, we’re growing our staff, and now we’re ready to execute. Here’s a look back at how we got here.

For the animals and the people who fight for them,

Aryenish Birdie, M.A.
Founder and Executive Director
The Big News:

- We received **two** $50,000 grants from the Effective Altruism Animal Welfare Fund in the winter and spring

- Dr. Bronner’s gave a **$20,000** gift to support our work

> “As a group that works at the intersection of animal protection and racial equity, the mission of Encompass embodies Dr. Bronner’s All-One vision, and we’re proud to support them.”
> —Ryan Fletcher, Dr. Bronner’s Director of Public Affairs & Media Relations

- U.S. Senator, Cory Booker (the most outspoken ethical vegan in Congress) expressed his support for Encompass in a video he made just for us in December 2018.

- We secured our **501(c)3** tax-exempt status from the IRS

- We developed a **methodology** to serve as the foundation of our work (more below and [here](#))

The day-to-day:

- We supported **nine** organizations/event organizers on various DEI issues
  - This summer we will begin offering more in-depth consulting support to farmed animal protection organizations
• We consulted with a film producer about racial representation in an upcoming documentary

• We propelled numerous people of color into prominent speaking roles as well as moderators at conferences, veg fests, and in documentaries

• We held four focus groups with animal advocates of color employed at farmed animal protection organizations to gain insights and feedback
  - The sessions were attended by 15 advocates of color and 4 executive leaders of color. In total, 38 people out of approximately 330 people identify as people of color across 11 of the largest organizations.

• We supported two organizations with board recruitment

• Aryenish was interviewed for a forthcoming documentary

• We connected advocates of color with donors

• We supported an author on DEI issues as he worked through his manuscript

• Aryenish wrote for Giving Compass about the challenges navigating funding in the #MeToo era

• We connected a woman of color entrepreneur to an investor

• We helped three organizations feature more advocates of color

• We published a series of blogs to continue the conversation around race and animal advocacy

The inner workings:

• We added three stellar advisors to our council:
  - Christopher Sebastian, lecturer at Columbia University, director of social media for Peace Advocacy Network, and senior editor at Vine Sanctuary Press
  - Gunita Singh Esq., legal fellow at The Reporters Committee for Freedom of the Press
  - Michelle Rojas M.S, managing director at Better Eating International

• Aryenish attended two DEI conferences: the White Privilege Conference and Nonprofit HR’s Talent and Culture Summit
• We collaborated with Melissa Scheid Frantz, a DEI expert, to build our programs to support organizations. Melissa has more than two decades of experience working with academic institutions to help them build racially diverse, equitable, and inclusive spaces.

• We created a board with representation from various sectors of our movement.

Stefanie Wilson, M.S., Esq. (board chair), is an attorney at Altshuler Berzon LLP. Most recently, she was Legal Advocacy Manager for the U.S. and Canada at Mercy For Animals. Prior to joining Mercy For Animals, Stefanie was a litigation fellow for the Animal Legal Defense Fund, and law clerk for the United States Court of Appeals for the D.C. Circuit. She graduated summa cum laude from the University of California, Irvine School of Law. She also has a Masters in Animals and Public Policy from Tufts and a B.A. from Harvard University.

Rajesh K. Reddy, J.D., Ph. D. (treasurer) teaches at the Center for Animal Law Studies at Lewis & Clark Law School in Portland, where he also directs the world’s first advanced animal law degree program and served as co-Editor in Chief of the Animal Law Review. Raj earned his Ph.D. at the University of Georgia, where his scholarship focused on the representation of human and nonhuman animals in postcolonial literature. He currently sits on the boards of Humane Voters Oregon, Minding Animals International, and the Animal Law Section of the Oregon State Bar.

Patti Nyman (secretary) is the Intern, Volunteer, and Campaigns Manager at Animal Place. She holds an MA in Social and Political Thought from York University in Toronto, with a concentration in ethics and theories of liberation. Patti has published academic articles in feminist theory and the philosophy of religion, and created Vegan Publisher’s Why Veganism e-book. Prior to entering the nonprofit sector, Patti worked on program and curriculum development for the social science department at York University, and taught undergraduate courses in critical sociology.
How we execute our mission:

**Encompass** holds a long-term view for our movement using a dual approach. These approaches were developed based on months of research, extensive conversations with numerous experts on racial equity, Encompass advisors, and four focus groups with animal advocates of color.

1) Through personalized consultation, we empower large farmed animal protection organizations to operationalize racial diversity, equity, and inclusion to further our mission of animal protection. We offer concrete steps to bring more people of color into our movement, elevate talent into leadership roles, and create a workplace culture that fosters a sense of belonging for all. More on the specifics of our programs [here](#).

2) We empower advocates of color by cultivating our innate leadership potential, providing resources and support, and building a stronger community, so we can thrive and propel the whole movement forward. Encompass will soon launch our mentorship program, leadership skills and personal resilience trainings, and community building events. More on the specifics of our programs [here](#).
Thank you for supporting us!

Simply put, we would not be where we are today without you.

Each of you has contributed to our collective success, from sharing our posts on social media, to offering feedback and counsel, to donating your time and money, to rolling up your sleeves and solving a problem, to watching one of our videos, to talking with your friends and colleagues about this work, to struggling to ask difficult questions, and much more. Each of these actions has a ripple effect to make our movement whole.

We are only getting started and have a long road ahead. If our message speaks to you then please [join us](https://encompassmovement.org/donate) today!

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