



CLIMATE & MIGRANT JUSTICE
CASE STUDY SERIES

Resilience Force

Centering the People at the Heart of Building Resilience





As resilience becomes a major national imperative, we're making sure that people who are investing in resilience recognize the workers who make resilience possible.

Saket Soni
Executive Director and Co-Founder
Resilience Force

Resilience Force

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When a climate disaster strikes, the days that follow are a race against time. In a massive hurricane, for example, the first race is to save homes: tarping the roofs, removing toxic mold, and ensuring structural integrity. The next race is to save schools, hospitals, workplaces, and other infrastructure that a community needs to recover and rebuild so as to retain its population and taxbase. During this race against time, everyone is under enormous pressure: renters, landlords, homeowners, employers, school district officials, hospital administrators, governors, and contractors. And whether they know it or not, all of them are depending on the people who do the work of repairing and rebuilding: the resilience workers.

In 2022, the U.S. experienced [18 separate one billion-dollar disasters](#), just behind the 20 billion-dollar disasters from 2021. Since Hurricane Katrina, there have been more than 200 disasters that each cost \$1 billion in repair. Given the increased frequency and severity of climate disasters, the U.S.'s ability to prepare for and clean up after disasters and to build more resilient communities is now a national imperative.

Resilience Force, founded in 2019, has an audacious vision to meet the challenges of our new climate reality. Situated at the intersections of climate, migration, economic justice, and democracy, Resilience Force is building a “resilience workforce” that will one day be one-million strong, roughly the size of the U.S. armed forces. This workforce will be trained in disaster recovery and resilience work, and scaled to meet the demands in communities across the country. The workers will do climate adaptation work year round and be ready to deploy to major disasters when they strike.

As Resilience Force grows and professionalizes the resilience workforce, they are also ensuring that the workers who do these jobs, which are dirty and dangerous, have the employment protection they deserve and require. Resilience workers typically lack essential protections. They experience wage theft; they lack personal protective equipment; they are often subject to intimidation due to their immigration status. Resilience workers often sleep in



The Visionary Co-Founders Behind Resilience Force

Saket Soni is a nationally recognized expert on post-disaster economies, immigrant rights, and the future of work. In the aftermath of Hurricane Katrina, Soni saw an increasing intersection between labor exploitation, climate disaster, and our nation's ability to adapt and thrive in a climate-changed era. Over 15 years of getting to know disaster recovery workers, he saw their deep sense of vocation, a unique and strong skill set, and purpose in helping displaced people return home.

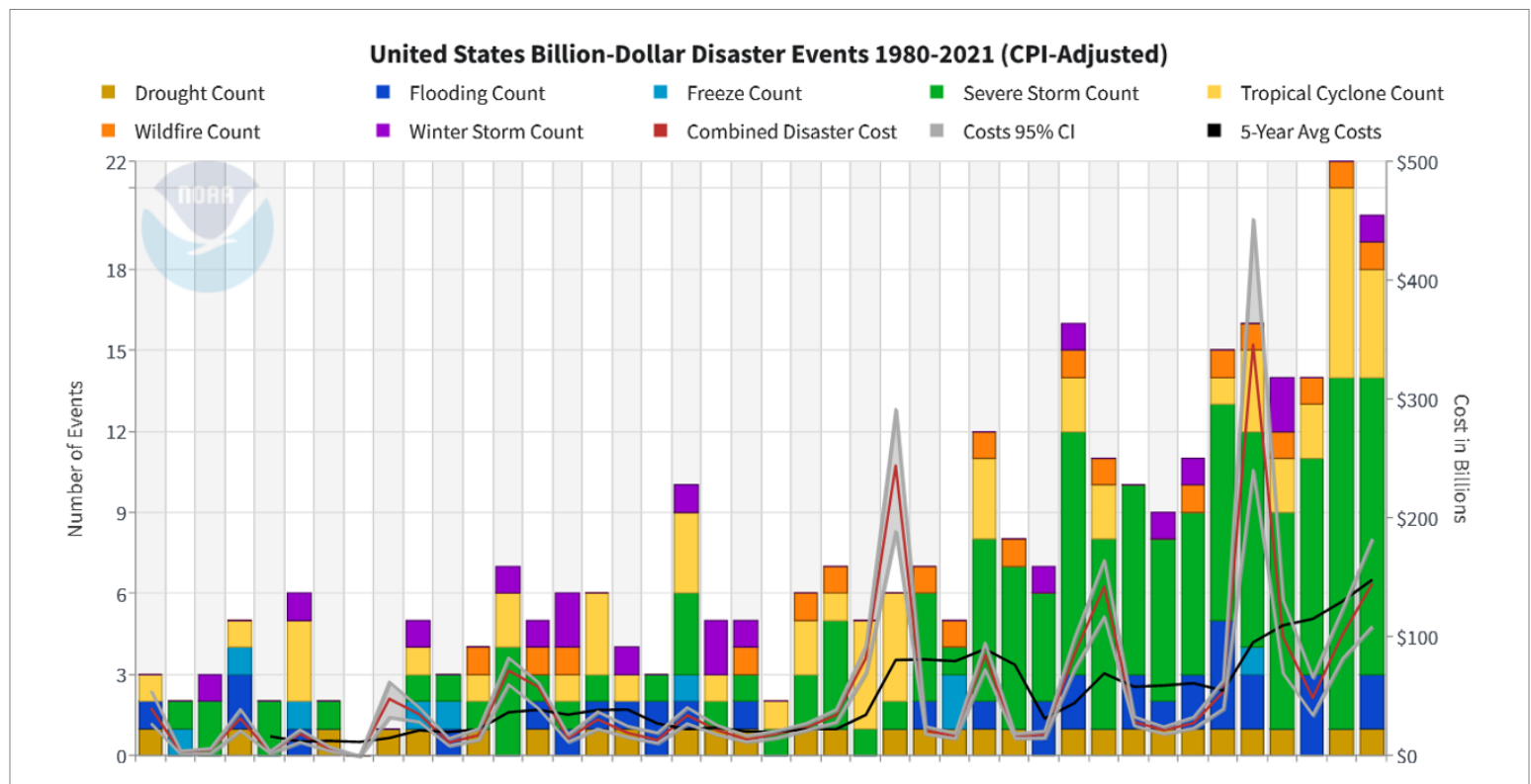
Daniel Castellano, a nationally recognized expert on U.S. guestworker programs, consults regularly with U.S. policymakers and has testified before Congress on effective enforcement models within the U.S. Department of Labor. Castellano came to New Orleans from Peru as a disaster recovery worker in the aftermath of Hurricane Katrina. Having been subject to exploitative conditions, he began organizing with other guestworkers in New Orleans and the Gulf Coast and helped found the National Guestworker Alliance, which later became Resilience Force.

their trucks in Home Depot parking lots, waiting for jobs. Resilience Force is helping to transform labor industry standards to ensure greater protections for resilience workers, to codify these jobs with the Department of Labor, and to educate workers about their rights.

Additionally, Resilience Force is addressing two interconnected challenges: (1) that climate disasters and current recovery efforts are worsening inequality, and (2) the deep polarization in our society. Resilience Force is rewriting the rules of disaster recovery so that it advances racial justice rather than undermines it, making sure that as unprecedented funding from the federal government flows towards disaster recovery and adaptation, that this money

doesn't just go towards wealthy white communities, but that it lifts up everyone. Resilience Force is also organizing during the uncertain and fluid moments of disaster recovery, transforming narratives to bridge across differences and strengthen social cohesion within and between communities that might otherwise be pulled apart.

This case study tells the story of how Resilience Force has innovated, iterated, and scaled its work to take openings— in a way that is catapulting progress forward— and how it is poised to dramatically scale up the U.S.'s ability to meet the demands of our new climate era, while building greater equality and social cohesion.



The history of billion-dollar disasters in the U.S. each year from 1980 to 2021, showing event type (colors), frequency (left-hand vertical axis), and cost (right-hand vertical axis). Source: [Climate.gov](https://climate.gov)

LAYING THE NARRATIVE GROUND TO ACHIEVE ALL OTHER GOALS

Because the disaster industry is largely unregulated, resilience workers are typically paid very low wages and frequently lack labor protections, healthcare benefits, and job stability that most other workers enjoy. Resilience workers are often subject to intimidation. If they speak out, threats to call immigration authorities or the police are not uncommon. In the year-long research that culminated in Sarah Stillman's *New Yorker* article, "[The Migrant Workers Who Chase Disasters](#)," she found over 2,000 credible claims of harm towards workers, "including instances of fatal or injurious working conditions, stolen wages, assaults, and labor trafficking."

Castellano and his co-founder, Saket Soni, recognized that transforming the narrative about resil-

ience workers so that they are seen as skilled and essential would unlock everything else, so they focused first on building the identity and broader recognition of these workers as the critical linchpin for resilience. Their goal: to have the general public recognize that there is no resilience without the resilience workforce. In 2016 and 2017, Castellano and Soni, along with a few workers, went on a cross-country road trip, interviewing thousands of disaster recovery workers over the span of a year.

Resilience Workers are largely Black, Brown, Native American, poor, rural White, and/or undocumented immigrants. They are today's version of farmworkers who migrate from place to place for work. Setting up shop in disaster locations, they often sleep several people in a single car, in Home Depot parking lots, waiting for jobs. Without their own home to go back to, they bathe with water bottles.



Post-Hurricane Laura in Lake Charles, Louisiana.

“As a disaster recovery worker, I was paid poorly, disrespected, and lived under the constant threat of deportation. Yet I knew the work that I was doing required skills and was crucial to saving and rebuilding communities and economies. There would be no resilience without resilience workers.”

Daniel Castellano
Co-Founder
Resilience Force

What Castellano and Soni found while interviewing these workers is their pride in their work. They are masters of their trade and understand, through hard-won experience, how to clean up after disasters and rebuild. They see their work as part of preparing our country for climate change. “They see themselves as the white blood cells of America,” says Soni. “They want to be the people who help rebuild cities, homes, schools, and to prepare America for the climate future.” Resilience Force helped give this identity a name: the resilience workforce.

After establishing the identity of the resilience workforce, Resilience Force set out to socialize this identity among specific target audiences, as well as among the cultural waters of the wider public. They embarked on a multi-year campaign for people to recognize resilience workers as essential to building resilience. This campaign includes a narrative and mental-model shift, combined with intensive on-the-ground organizing, community engagement, and outreach to cultural influencers. At the center of this campaign is the narrative that is rooted in the workers’ identity and their very strong connection to the climate change movement and to the growing resilience economy.

Resilience Force worked on building the recognition of resilience workers among people who define the terms of the debate in the climate sector: climate activists, climate thought leaders, and key journalists. Bill McKibben, a well-known environmentalist and co-founder of 350.org, learned about Resilience Force’s work and wrote about them. As mentioned earlier, Sarah Stillman, an award-winning journalist, also took an interest in Resilience

Force’s work and traveled with them to 20 disasters over the course of a year, culminating in an in-depth article in *The New Yorker*, “[The Migrant Workers Who Follow Climate Disasters](#).” David Remnick, editor of *The New Yorker*, followed up with a [podcast](#), discussing the legions of workers who are building American cities after climate disasters, with the headline, “If storms sweep into town and the roof is ripped from your house or the basement is submerged in mud, these are the people you’re looking for. But who’s looking out for them?”

Beyond climate influencers, Resilience Force’s narrative has a powerful value proposition for mayors, governors, and other elected officials across the political spectrum. Their ideas have been recognized and picked up by elected officials. In July 2021, the Climate Mayors coalition, a bipartisan group of 470 mayors focused on climate, [wrote to Congress](#) advocating for support for 500,000 corps jobs. Legislation mirroring Resilience Force’s priorities was [introduced in Congress](#) in early 2022. Significant parts of their priorities were incorporated by the Biden Administration in the American Rescue Plan, which provided federal dollars for COVID-19 recovery to state and municipal governments to create public health jobs.

Resilience Force’s work also captured the attention of U.S. Secretary of Labor, Marty Walsh, who was interested in finding ways to solve problems at the intersection of labor and climate. Resilience Force invited Secretary Walsh to see the work they had done in Louisiana in the aftermath of Hurricane Laura. During his visit to New Orleans in February 2022, he met with resilience workers and recog-

nized the potential of the resilience economy to generate good, long-term jobs.

Walsh spoke publicly about the importance of supporting disaster recovery workers and creating new industry standards to ensure that workers are treated fairly and are accurately counted as part of the workforce. Walsh wrote in an Op-Ed in *The Advocate*, “When I saw the work being done here in New Orleans, it made me proud. Proud of the workers who have led disaster recovery efforts here and around the nation with little pay, recognition or thanks. Proud of organizations like Resilience Force, which has committed to establishing the first Resilience Workforce Development Center in New Orleans.”

In a short period of time, Resilience Force has achieved a significant narrative and societal

breakthrough where a broad swath of the American public now recognize and value the workers who help clean up after disasters and whose work helps strengthen the future resilience of American communities. “I think we can largely say, mission accomplished,” says Soni, about that initial identity and recognition effort for resilience workers. “We’re not having that debate with anyone— people are calling us.” Soni compared this success to Hollywood, where there are B-list actors who chase work, and A-list actors to whom work comes. Now, resilience workers are A-listers. Soni gets calls from governors of conservative states in the South who want to talk about the resilience workforce. With the essential narrative groundwork laid, Resilience Force is focused on what comes next: building the workforce of the future, and creating a more equitable society.



Post-Hurricane Laura in Lake Charles, Louisiana.



FLORIDA PANHANDLE:

What Establishing Identity and Building Recognition Looks Like On the Ground

Resilience Force started the resilience worker recognition campaign in the Florida Panhandle, a region highly vulnerable to climate-related disasters. This area lost 74 lives and suffered \$25 billion in damages from Hurricane Michael in 2018, on the heels of Hurricane Irma in 2017.

Florida is not typically an immigrant-friendly place, and at first, resilience workers cleaning up after Hurricane Michael were targeted—and sometimes arrested—for their immigration status. Resilience Force began meeting with a cross-section of the community, including mayors, county supervisors, police chiefs and police officers, and homeowners. Many of the community members had begun to feel disillusioned, seeing that the systems they thought would protect them, wouldn't—because they were uninsured, or under-insured, or didn't qualify for FEMA dollars.

At whiskey distilleries, car dealerships, and other places where people gathered or worked, the Resilience Force team talked with the local community to help them understand who resilience workers are and the vital role they play in disaster recovery, focusing on their identity related to resilience and rebuilding and de-emphasizing immigration. "Over time, community members began to recognize that, if it weren't for these workers, they would lose their homes, schools, and other key institutions," says Castellano, "These losses would impact their tax bases and compromise the quality of life in their communities." What grew was "a majoritarian common sense embrace of these workers, not by talking about immigration, but in fact de-emphasizing immigration, and making the identity about resilience and rebuilding," says Soni.

Resilience Force also worked to head off tensions between the local workforce that had lost their jobs and new workers coming into the area, helping local folks get jobs in the relief and recovery efforts and then helping build bonds and bridges across local workers and resilience workers from elsewhere. Resilience Force has tracked those friendships, and they have proved durable over time. "People go from competing for jobs to helping each other find jobs. And they become family to each other, across race or the rural-urban divide," says Soni.

Because of Resilience Force's organizing and community-building work, the Florida Panhandle community shifted to create a more hospitable environment for resilience workers. This shift took place at the time when Florida had in place one of the harshest statewide immigration laws in the country—SB 168—but this law went largely unenforced in localities with resilience workers. Resilience Force tapped into what people need and want from their communities: "Building an adaptive strength, elasticity, to build a better future. It was all very practical, and all about resilience," Soni recounted.

"In a way we were given a gift," says Soni. "We were given one of the harshest places, in one of the harshest states. But by seeing success there, it was a bit of an anvil." The work in the Florida Panhandle inspired Resilience Force to expand their work to other parts of the country, including New Orleans, Sonoma County in California, Miami, Michigan, and Texas.

BUILDING A RESILIENCE WORKFORCE

Resilience Force has an audacious vision: to build a skilled resilience workforce that is one million strong, roughly the size of the U.S. armed forces, to meet the demand of our new climate era. Work is underway to train workers to do climate adaptation work year round and deploy them to disaster-stricken areas in their region. The resilience workforce being built is diverse: U.S. and foreign born, urban and rural, Black, Brown, Indigenous, and White. It's a workforce that looks like America.

When the COVID-19 pandemic shined a spotlight on disaster and recovery, Resilience Force saw a pivotal opportunity to launch a workforce development pilot— to withstand disasters of all kinds— selecting New Orleans as an early epicenter of COVID's economic and public health fallout.

When the shutdowns began in March 2020, “It was so clear this was the moment where we had to jump in and write a new playbook for New Orleans to recover, and at the center had to be good jobs,” LaTanja Silvester, Director of Political Affairs at Resilience Force, told [The Rockefeller Foundation](#). “The question we asked was: How could the workers who made New Orleans run right up until the day the pandemic began be supported to change lanes, and get paid to drive New Orleans' recovery?”

The answer is the first of its kind Resilience Workforce Development Center in New Orleans, a partnership between Resilience Force and the Louisiana and City of New Orleans Public Health Departments, which focuses on training under-employed and laid-off workers from local service industries in community health outreach practices. These workers performed critical functions to limit the spread of COVID-19, such as conducting door-to-door canvassing and wellness checks and delivering food and other necessities. Their work addressed both the public health and economic crisis. The work has continued, and current members of the Corps are on full-time contracts, starting at \$12 an hour with a path to an \$18 an hour wage in a state where the minimum wage is \$7.25 (the same as the federal minimum wage).

“ We won the legitimate recognition of these workers. But now we're saying okay, they're not just workers. They're actually skilled workers. And we need this workforce at scale.”

Saket Soni

Executive Director and Co-Founder
Resilience Force



A resilience worker knocking on doors in NOLA during the pandemic.

People who became part of the New Orleans Resilience Corps were also trained to prepare for the next storm, and when Hurricane Ida hit in August 2021, Resilience Force workers connected with communities and did wellness checks with those who did not evacuate. Silvester shared in an interview with [Ms. Magazine](#) that “[Hurricane] Ida had been the first time the community help workers were needed in disaster relief work on the ground, and the response by the community was overwhelming. People were very grateful for the training they received because it allowed them to respond in depth to the needs of the people.”

In addition to addressing the immediate public health and workforce needs in response to the

pandemic, the Resilience Workforce Development Center—the first Resilience Corps—created a blueprint for how communities can rebuild better after disasters while making neighborhoods more resilient and creating good jobs for residents.

During that time, New Orleans Mayor LaToya Cantrell became a visible stakeholder and close partner to Resilience Force, publicly elevating the New Orleans Resilience Corps as a blueprint for the nation: “Now [we have] the opportunity to scale it, so that again we can meet the needs of our residents here locally, and throughout the United States of America.” (“[Disaster recovery firm, labor advocates sign pact to protect workers after storms](#),” *Nola.com*, February 7, 2022)

“Developed in New Orleans, an epicenter for COVID and climate change, the Resilience Corps charts a path for how communities can invest in year-round resilience work and create good jobs for communities on the frontlines of disasters who are too often left out of relief and left behind in recovery.”

Craig Fugate

Federal Emergency Management Agency (FEMA) administrator, 2009–2017
“[A Covid-19 Resilience Team Prepares for the Next Disaster](#),” *The Rockefeller Foundation*



SONOMA COUNTY: Establishing a Local Resilience Force and Training Infrastructure

Over the years, Sonoma County, California, has experienced devastating fires, including the Tubbs Fire in October 2017, which at the time was the most destructive wildfire in California's history.

In California, roughly 1 in 5 farmworkers are [Indigenous migrants](#). In Sonoma County, farmworkers harvest during fire season, and they often do unpaid recovery work simultaneously, but they are not recognized for it. Resilience Force is partnering with [North Bay Jobs With Justice](#) to establish a local resilience force, including a training and apprenticeship infrastructure, building on the successful model that they've established in New Orleans.

Resilience Force and North Bay Jobs With Justice recognize that automation, guest worker programs, and fires are going to essentially eliminate the jobs of 11,000 farm workers in Sonoma County, and that they need to create a bridge to the next economy. This training program is that bridge. They are working closely with community colleges and technical institutes, which provide the classroom training and credentialing. They are also working with county officials, including the President and Vice President of Sonoma's County Board of Supervisors, to collaborate with local partners working on vegetation mitigation, a critical strategy in fire prevention. The farmworkers who have been doing this work for years will enter as trainers, with an hourly rate of \$35/hour; a crew leader could earn as high as \$75-105/hour.

Together, Resilience Force and North Bay Jobs for Justice are helping to build the resilience identity

of farmworkers—as well as the connective tissue between farmworkers and other resilience workers, such as hurricane workers in other parts of the country. They are also making sure that recovery and resilience work benefits everyone, not just the 50% of Sonoma County that is fully insured.

On a national level, the Department of Labor is partnering to create a suite of professions for resilience work, and the roster for this type of work will be called vegetation management. This concept came from Resilience Force's conversations with people doing the work, as well as other frameworks for resilience in other parts of the world. Vegetation management is based heavily on Indigenous practices for caring for land, and on the concept of land stewardship. Vegetation management involves a set of practices to “alter vegetation to reduce wildfire risk, promote public safety, and support healthy ecosystems,” according to the [Occidental Arts and Ecology Center](#) and North Bay Jobs With Justice. This is a practice that is not just about the land, “it's also deeply ecologically harmonious work,” says Soni.

“It's a different way of relating to the land, more connected to needs of other animals who also depend on it,” shared one worker. She recounted that, earlier in the month, the crew had taken great care to avoid disturbing an area on the northeast corner of the property where a pair of Northern Spotted Owls, an endangered species, have been known to nest during the breeding season. “Especially for those like myself who work the land for a living, it feels good to be more connected, to actually be caring for the needs of the land.”

STRENGTHENING LABOR RIGHTS

“Let’s just think what would happen without the presence of immigrants in restoration work. We risk our lives more, and yet, we are the ones who get the least well paid... I hope we can set a precedent to teach these companies about respect—like how to see us as more than just machines for our labor.” – Bellaliz Gonzalez, a Resilience Worker, as quoted in [The New Yorker](#).

Resilience Force is educating workers about their rights and advocating and litigating to put pressure on disaster restoration contractors to change their labor practices. This work has achieved concrete impact. Signal Restoration Services, one of the largest emergency response and property disaster restoration contractors in the US, is a good example. Signal hired 3,000 temporary workers after Hurricane Laura in 2020, some of whom, according to Soni, had been exploited. Resilience Force advocated for Signal to change their labor practic-

es and gave them a roadmap for doing so. Signal signed an agreement to improve labor protections and standards for their workers, whether they are hired directly through Signal or any subcontractor. “Anyone that’s affiliated with us going forward, these are the standards. They will sign on to them as well, or they won’t do work with us,” the CEO of Signal, Mark Davis, said ([Nola.com](#)). Signal has formed a partnership with Resilience Force and has invested \$200,000 in Resilience Force’s work. The purpose of this partnership is two-fold: first, to create better labor standards, safe and dignified working conditions, and better pay for more regular work, for all of Signal’s workers. Second, Signal seeks to inspire other companies to adopt better standards, and to create change across the industry as a whole.

Soni envisions that one day, resilience work will be the basis of, and the backbone for, the middle class. “All of these jobs that the resilience economy produces, like the auto economy, can be good jobs.”

Resilience Force is partnering with multiple stakeholders to achieve their vision and to take their work to scale:

ELECTED OFFICIALS

Elected officials, including mayors, governors, and county officials– people who become emergency managers when climate-related disasters strike, and who are leading climate disaster recovery and resilience efforts at the local level. For instance, Resilience Force has partnered with the Mayor of New Orleans to establish the New Orleans Resilience Corps, a blueprint for the nation.

PRIVATE SECTOR

In the past, the disaster recovery sector has been largely unregulated; resilience workers have typically been paid very low wages and have lacked labor protections, healthcare benefits, and job stability that most other workers enjoy. Private sector firms like Signal Restoration Services are forming a high-road table that will commit to worker protection and hire from Resilience Forces’ pool of apprentices.

DEPARTMENT OF LABOR

With the leadership of Resilience Force the Department of Labor is adding a suite of Disaster Restoration occupations in the official roster of US jobs, so that the work can be properly recognized and compensated. In February 2022, U.S. Secretary of Labor Marty Walsh met with resilience workers in New Orleans and publicly recognized the potential of the resilience economy to generate good, long-term jobs.

CLIMATE ORGANIZATIONS

Climate groups focused largely on reducing climate mitigation are increasingly naming climate adaptation and resilience as a rising concern, even as they redouble efforts to lower emissions. Resilience Force is partnering with groups like Greenpeace and 350.org on building strategies for “just adaptation,” and ensuring that equity for workers and communities is part of any climate adaptation effort.

COMMUNITY GROUPS

Local organizations are at the heart of all recovery efforts and Resilience Force– has partnered with community groups in regions across the country, for example, North Bay Jobs With Justice in Sonoma County, and Sankofa Community Development Corporation in New Orleans.

BRIDGING THE RACIAL GAP IN RESILIENCE

The rules of recovery, as they're written in the United States, are "perhaps the largest hidden driver of racial disparity," asserts Soni. While the current system—for Congress to give money for resilience, and for FEMA to distribute that money to states, and for states to make grants—is well-intentioned, "The truth is, that system works for insured homeowners who are mostly wealthy, mostly white, but it doesn't work for renters, the under-insured, and the uninsured," who are disproportionately people of color. Resilience Force calls this the resilience divide: the widening gap between people who are losing wealth and status as a result of disasters and the recovery process, and those who are gaining it.

Resilience Force sees the opportunity to transform disaster recovery so that it becomes a catalyst not just for building and rebuilding physical infrastructure, but to advance a more racially and economically just and resilient society. In January 2020, Resilience Force and the New Florida Majority co-published "[A People's Framework for Disaster Recovery Response: Rewriting the Rules of Recovery After Climate Disasters](#)," offering a framework for how to approach disasters and recovery with equity at its center. And in July 2021, Resilience Force [offered comments](#) to the new administrator of FEMA, laying out recommendations as FEMA examines policies and programs with an equity lens, including preserving affordable housing and making repairs ahead of disasters, saving schools first, and putting the most resources to level the risk between high- and low-income communities, rather than where they can get the most financial savings in a disaster.

Moving forward, Resilience Force plans to continue advocacy efforts to bring an equity lens to disaster recovery, and to ensure that these resources can be accessed by the most marginalized communities. They are developing a best-in-class organizing and communications strategy, backed by rigorous research and drawing on their on-the-ground experience in pilot projects, to engage directly with present and future FEMA officials and decision-makers. Resilience Force is also building out a policy lab to support decision-makers in putting people to work making their own home, school, and workplace more

fire-resistant and storm-proof – and rebuilding better after storms and catastrophes hit.

DEEPENING SOCIAL COHESION

At a moment when society is being pulled apart, Resilience Force is taking the openings that disasters offer to strengthen bonds between workers and build connections between these workers and local communities, in the regions in which they are working.

Oftentimes, left to market forces, resilience workers would only be working on the homes of people with resources. And so Resilience Force very intentionally does huge rebuilding projects that help renters and the uninsured. Afterwards, they often break bread together and have a chance to talk. Such projects build bonds between the workers and community members and create a sense of social cohesion.

“ *I don't think disasters are opportunities. They are tragic...but they create openings. Inside a disaster situation, you have these tiny glimmers of where you can...open up people's relationships to each other... people's relationships to immigrants and other outsiders.”*

Saket Soni
Executive Director and Co-Founder
Resilience Force
in conversation with George Goehl for his
[Fundamentals of Organizing podcast](#)

Workers and property owners breaking bread and getting to know each other after a day of volunteer property repairs in Lake Charles, LA.



For example, in the Florida Panhandle, local families whom Resilience Force helped joined the effort to advocate for the workers in the halls of the county commission. In small communities such as this one, where people have lived in the same place for decades and everyone knows everyone, it takes courage to show up publicly and take a stand for the immigrant workers who have come into the community, in a way that is not going to be popular with everyone. That's what started to happen in the Florida Panhandle. "We started changing what people say, not in front of us but in private to each other about us," says Soni. "That's the hardest thing; the conversation at the bar or at home."

"[In the aftermath of disasters,] people understand that immigrants are Americans. I've never

seen unanimity like I have after disasters," says Soni. "We are trying to lock that relationship in to make it permanent. That's not inevitable."

SHARED AND POWERFUL LEADERSHIP

What has made the Resilience Force so successful is that their power has not just been held by Saket Soni, rather there is a brilliant set of allies across sectors who have co-created a vision with intention, discipline, and a sense of shared potential. This network of allies stems from an incredible staff at Resilience Force located across the nation, who work in partnership with elected officials, the Department of Labor, the private sector, local organizations, and others who together seek to build a resilience workforce to meet the demands of our new climate era.

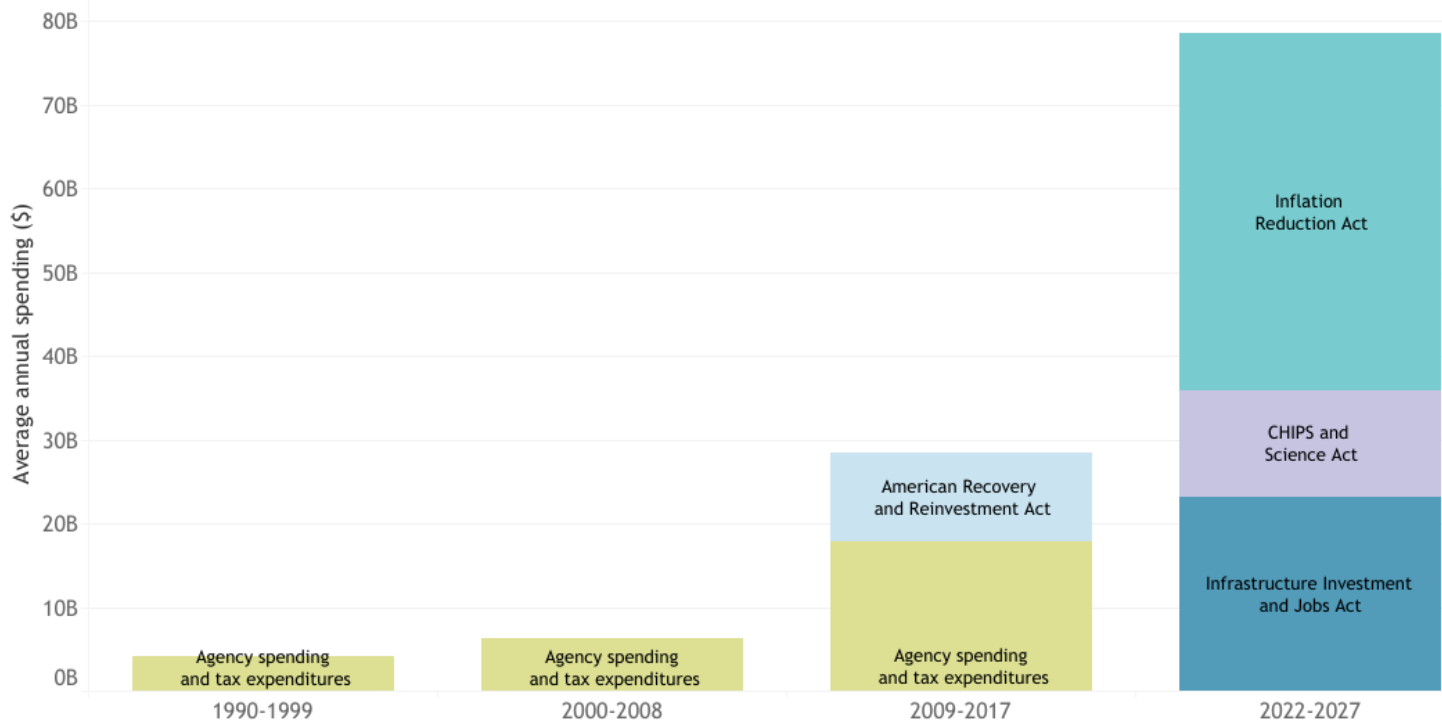
JOIN RESILIENCE FORCE’S AUDACIOUS VISION

As trillions of dollars flow towards disaster recovery and building resilience, Resilience Force is ensuring that the people who make resilience possible are recognized and valued. They are building the workforce of the future– one million strong– that will be trained in disaster recovery and resilience work, and scaled to meet the demands of our new climate era. Resilience Force is also ensuring that these disaster recovery dollars are used to advance racial justice during the rebuilding process, rather than to undermine it.

Resilience Force is partnering with funders from across a variety of fields, including climate and environmental justice, workers’ rights, racial justice, immigrant justice, and democracy. The moment is now to join Resilience Force in scaling up their work to achieve their audacious and timely vision.

Average annual spending on climate in the U.S. Over the next decade, spending on climate will more than triple historical levels. Source: [World Economic Forum](#).

Over the past 2 years, we have seen historic investment in federal climate spending. Over the next decade, spending on climate will more than triple historic levels



RESILIENCE FORCE IN THE MEDIA

[MSNBC, CNN, Washington Post](#)

October 2022

following Hurricane Ian

[The Migrant Workers Who Follow Climate Disasters](#)

The New Yorker

November 2021

[Picking Up the Pieces: The Migrant Workers Who Respond to Catastrophe and Disaster](#)

Bloomberg Quicktake

January 2022

[Congress invests in climate resilience](#)

MSNBC American Voices

January 2022

[Pramila Jayapal Says Disaster Workers Need Better Federal Protection](#)

MSNBC American Voices

January 2022

[Undocumented workers are cleaning up our climate disasters. A new bill would protect them](#)

Grist

January 2022

[America's Climate Workforce Suits Up](#)

Atmos

January 2022

[U.S. Labor Secretary Marty Walsh to visit New Orleans Monday, talk 'resilience' jobs](#)

The Advocate

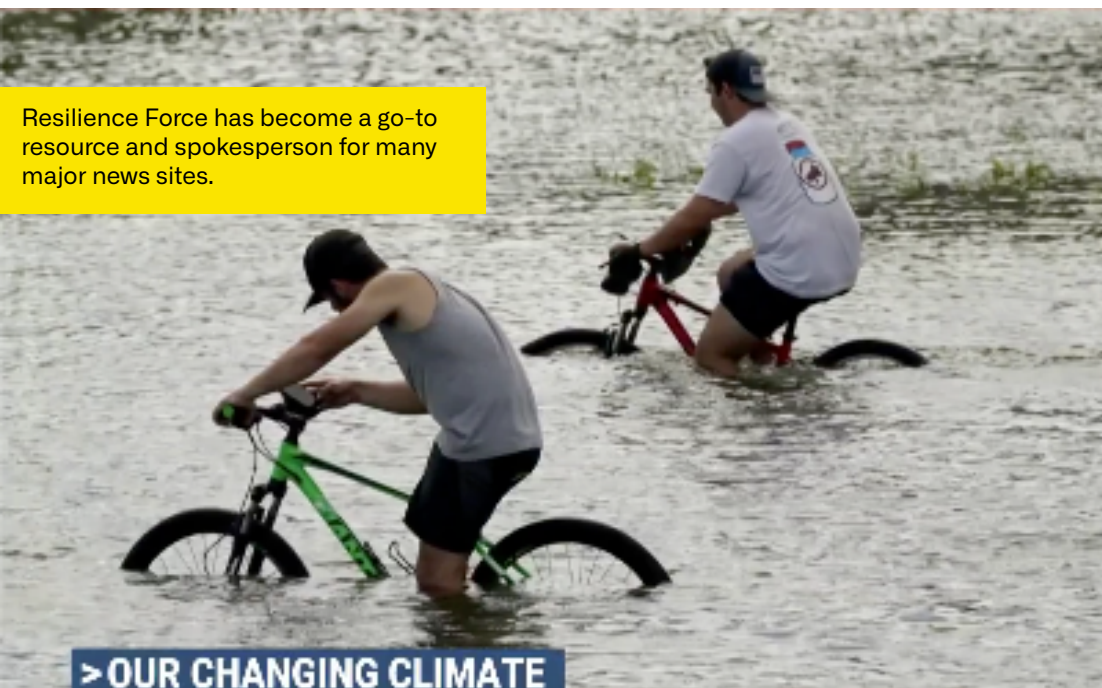
February 2022

[If Congress is Serious About Disaster Recovery, It Needs to Create this New Jobs Program](#)

TIME

March 2020

Op-Ed by Saket Soni and Craig Fugate, the head of FEMA during the Obama Administration

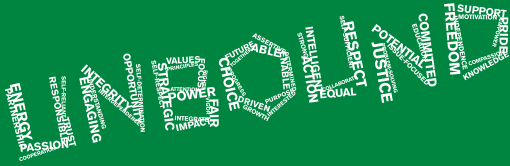


> OUR CHANGING CLIMATE

**NEW ORLEANS RESILIENCE CORPS HELPS CITY
RECOVER FROM CRISES & CLIMATE DISASTERS**

MSNBC
AMERICAN VOICES

CLIMATE & MIGRANT JUSTICE CASE STUDY SERIES



This case study was written by Elyse Lightman Samuels, edited by Daranee Petsod, and designed by Ginger Daniel at Orange Strategies. Taryn Higashi and Adey Fisseha from Unbound Philanthropy and Sacha Feinman from Resilience Force were editors and partners on the project.

All photos shared with permission by Resilience Force.

Unbound Philanthropy is investing in the intersections of climate change and migration.

Throughout our journey over the last several years exploring these intersections, we have come to understand that while climate change affects everyone, the damage is compounded for countries and communities that are made vulnerable by restrictive immigration policies, patriarchal beliefs and systems, structural racism, and by economic stress and exploitation— and that these same communities are leading solutions shaped by their experiences.

Unbound Philanthropy is a small part of a broader network that is working and investing at the intersections of climate and migrant justice, including frontline organizations and organizations working nationally and internationally to transform systems and narratives, as well as grantmakers and funding intermediaries.

We are honored to partner with a cohort of path-breaking organizations working at the intersections of climate and migrant justice: Resilience Force, the Climate Justice Collaborative at the National Partnership for New Americans, the International Refugee Assistance Project, and others. In this collection of case studies, we seek to shed light on this emerging and complex area of work— to lift up these outstanding organizations, as well as the ecosystem that they are forming.

We believe that we will only find solutions to the greatest challenges of our time if we recognize them as interconnected, and if we respond to them in partnership. We invite you to learn with us, and please reach out if you'd like to learn more about how you can become involved. We are eager to hear what you are learning and working on at this intersection as well.

To learn more about Resilience Force, contact:

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To learn more about Unbound Philanthropy's investments of the intersections of climate change and migration, contact:

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