Fighting for Fair Pay & Climate Justice
Within the Clothing Industry

2022
To Our Supporters —

2022 has careened on by, and as we walk into the new year, I wanted to take a moment to reflect on our outsized impact and share gratitude for all of you. As investors in our mission for fair pay and climate justice in fashion, you have enabled women around the world to be paid fairly; helped get emergency relief to garment workers grappling with the trifecta of COVID, inflation and climate impacts; and helped sustain and grow our next generation to come into their own changemaking power.

In a world where so much competes for our time and attention, I wanted to take a few moments to share three things that set Remake apart:

1. Centering the Voices of Garment Makers.
   Too often many conversations around sustainability are business-led, with limited or no input from fashion’s frontline workers. Our name itself—Remake—is a play on remaking connections between garment workers and all of us. Our work is focused on showcasing garment workers as the talented, highly skilled and multifaceted humans that they are. In our policy efforts, we only support worker-led legislation. Continually, we ensure that garment worker voices are headlines in the news, on sustainability panels and stages, and centered in sustainability conversations worldwide.

"Too often many conversations around sustainability are business-led, with limited or no input from fashion’s frontline workers. Our name itself—Remake—is a play on remaking connections between garment workers and all of us."

   Addressing the impacts of fashion is the foremost gender justice issue of our time. Fashion is made by 70 million garment workers, 80% of whom are women of color. Today, 93% of the world’s brands don’t pay these essential workers enough to live on. It is womenswear that buoys the profitability of this $2.5 trillion dollar industry. Who better than our women-led staff, ambassadors, union leaders, garment workers and growing citizen community locking arms to push for better wages and jobs of dignity? This is the power of the work you support — multiple generations of women coming together with a singular focus on justice and equity.

"Who better than our women-led staff, ambassadors, union leaders, garment workers and growing citizen community locking arms to push for better wages and jobs of dignity?"

3. An Action Oriented Community Rooted in Hope & Joy.
   Our young ambassadors note growing concerns around inequity and the climate crisis without the power to make a difference. Our free educational resources make the conversations of fairness and climate more accessible and inclusive to all. This year, we taught our littlest middle schooler members how to be more civically minded, helped our graduating college seniors network to land changemaking jobs and engaged our young professionals on how to advocate from within companies. In the end, your investment in our work is building a connected, constructive, creative, authentic and empowered community, rather than an isolated, overwhelmed and paralyzed one.

"In the end, your investment in our work is building a connected, constructive, creative, authentic and empowered community, rather than an isolated, overwhelmed and paralyzed one."

As we move into the new year, I hope you find yourself around people that you love. I hope that you feel Remake’s deepest gratitude and are proud of all that we have accomplished together. We are only just getting started.

With gratitude and love,

Ayesha
Today, over 100 billion garments are produced annually worldwide. This massive overproduction places fast fashion in critical opposition with the planet’s natural capacity to support life on earth.

The clothing industry’s annual volume growth rate is 2.7%, meaning total resource consumption will continue to outstrip any sustainability efforts the industry may make unless large-scale, urgent efforts are made by the companies that profit from garment production.

While the rate that clothing is produced comes at an enormous environmental cost, it comes at an even larger cost to the women who make it.

Here enters the story of 70 million garment workers, the highly skilled essential workers of the clothing industry, who are largely invisible to consumers. 80% are women of color and forced to work in unsafe factory conditions with limited access to fresh air or natural light. Sanitation, food and potable water are largely inaccessible, making heat exhaustion and dehydration prevalent. Worst of all, gender-based violence is common inside these workplaces.

We’re on a mission to change this.

With a community of more than 200,000 Remakers by our side, we believe we can end the fashion crisis in our lifetime.
Remake is a global advocacy organization fighting for fair pay and climate justice within the clothing industry.

Our Theory of Change is that by paying living wages to garment workers, we reduce the human & environmental harm with which our clothes are made today.

Higher wages would shift the industry’s focus away from producing cheap and disposable products, reducing carbon emissions.

2030 is the year we aim to make sustainable, ethical fashion the status quo.
OUR NUMBERS

ENVIRONMENT

1.8 Million lbs
Of CO2 Emissions Prevented

80,000 lbs
Of Textile Waste Prevented

LABOR

$22 Billion
Recovered in Stolen Wages
For Workers & Factories

$159,000
Raised in Direct Relief
For Garment Workers

1,500+
Remake Ambassadors in
80 Countries

Countries denoted in yellow are home to Remake Ambassadors

Year over year values
Remake has engaged with millions of fashion lovers serving as a leading voice in the conversation of consumption habits and providing free advocacy training.

Our classroom lectures, workshops, stories and teaching modules are expanding the pipeline for next generation activists.

REMAKE X UNIVERSITY

Today we are in 25 university campuses — from Columbia and Drexel to University of Missouri and Berkeley — around the country and increasingly around the world, helping people learn and take action. By being in-classroom, Remake provides students with clear, concise explanations of complex issues while teaching impactful policy strategies that can lead to systemic change in the fashion industry.

REMAKE X CLASSROOMS

Last year we piloted an educational module: People, Power and Planet, allowing our youngest community members to build up critical thinking skills and take action. So far we have worked with six educators in elementary, middle and high schools, receiving overwhelmingly positive feedback!

REMAKE FASHION CERTIFICATE

This year, we partnered with the Martini Education & Opportunity Trust (MEOT) to provide the young professionals in our community with the opportunity to earn a Remake Fashion Certificate. The 15-hour long course provides users with an in-depth understanding of fashion and how it relates to intersectional issues like the environment and human rights. Upon finishing the course, users receive a certificate of completion, and more importantly, the skills and tools necessary to create systematic change not only amongst their peers but at their workplaces too.

AMBASSADOR PROGRAM

We empower 1,500+ change-makers worldwide in the fight for climate and gender justice in fashion through our global Ambassador Program. Through monthly community calls, skill-building workshops, local meet-ups and one-on-one training, we equip them with the necessary assets and resources to be fierce advocates in the fashion industry. In 2022, our ambassadors grew by 418 and hosted 130 events worldwide.

In addition to our ambassadors, we also mentored 20 next generation leaders through our Community Organizer Fellowship Program. Community organizers are located in hubs like Los Angeles, London, New York, D.C., and Amsterdam and carry out Remake’s mission via city-wide events and grassroots actions that align with our campaign work.

MADE IN SERIES

Our Made In short films introduce the public to the people making our clothes, offering a glimpse of what factory life is like and how clothes are made in countries like Haiti, Pakistan, Mexico, Sri Lanka, Cambodia and the United States.

Often shared in classrooms and panels, and at local events around the globe, the films’ purpose is to put a human face to our clothing in hopes that it will better inform the public of the current human rights crises occurring in the garment industry.

STORIES

Whether you are new to sustainable fashion or an expert on the topic, we’ve created over 500 pieces of free educational and investigative content for individuals to access via our online platform. Published weekly, our stories keep our community up-to-date with the latest industry happenings while deepening their knowledge on ways to support the sustainable fashion movement.

Our slogan, Wear Your Values, is an invitation of empowerment for our community.
Our advocacy work is focused on building coalitions with like-minded individuals, businesses, organizations and unions to pass smart policies that disrupt the current narrative. Together we're able to shift hearts and minds, driving systemic change through legislation, campaigns and initiatives.

**Legislation**

In 2023, we plan to continue to support legislation that better the lives of the 100,000+ garment workers in the United States.

**FABRIC ACT & NEW YORK STATE FASHION ACT**

(2022)

Remake worked with lawmakers in to help draft and strengthen two bills: the federal Fashioning Accountability and Building Real Institutional Change (FABRIC) Act and the New York State Fashion Act. Both bills draw similarities to the Garment Worker Protection Act, including clauses on brand liability for worker wages.

**GARMENT WORKER PROTECTION ACT**

(2021)

We led the communications strategy and built a coalition of fashion brands to help pass the Garment Worker Protection Act in California, getting 45,000 mostly Latinx workers paid $14/hr. Prior to the passing of this groundbreaking bill, which was also the first law in the world to hold brands jointly liable for garment worker wage theft, workers were earning as little as $3/hr due to loopholes in a broken system.

**INTERNATIONAL ACCORD**

(2021-22)

After the Rana Plaza factory collapse in 2013 that killed over 1,100 garment workers in Bangladesh, a binding agreement called the Bangladesh Accord on Fire and Building Safety was born to ensure safe workplaces, equipment and training for millions of Bangladeshi garment workers. After expiring in 2021, the law was renewed and expanded to new garment-producing countries thanks to months of public campaigning from our community and partnering coalition. Today, the renewed agreement is called the International Accord for Health and Safety and aims to move these life-saving protections into Pakistan. It has been signed by major companies including American Eagle, Bestseller, Hanes, NEXT and PVH.

**VICTORIA’S DIRTY SECRET**

(2022)

After a 13-month battle to secure $8.3 million owed in compensation to more than 1,250 Thai workers who sewed bras for Victoria’s Secret, we rallied our community to send letters to the brand’s CEO and flood its social media. After drawing attention to the cause and having a behind-the-scenes conversation with the company’s CEO, Victoria’s Secret stepped up and took out a loan to pay their workers.

**WORST WAGE THEFT**

(2022)

After garment factory owners in Karnataka, India, refused to pay close to $59 million in unpaid wages to garment workers, we again rallied our community to demand that major brands producing in the region pay their workers. Included in this list of companies that allowed the theft to occur in the first place were Walmart, Adidas, Columbia and Puma. As of February 2022, 14 Karnataka garment suppliers agreed to pay over $28 million in wages for nearly 200,000 workers.

**#PAYUP**

(2020)

Recognized as the most successful labor rights campaign in fashion in modern history, our viral #PayUp campaign unlocked $22 billion owed in canceled orders to suppliers from 25 of the biggest fashion brands during the Covid-19 pandemic, including Target, Calvin Klein, Amazon, Asos, Nike and Gap. Our #PayUp petition reached over 270,000 signees, putting the pressure on brands to pay garment workers, and ultimately, save lives as the pandemic turned the industry upside-down.

**CAMPAIGNS**

We’ve seen time and again that collective action brings about change, and we harness our growing community's influence to raise the stakes and hold brands accountable for bad behavior. Providing shareable assets, cheat sheets and easy-to-use toolkits, our free campaign materials not only make it easy for the general public to understand complicated issues within the industry, but actually bring those issues to the attention of mainstream media.

**VICTORIA’S DIRTY SECRET**

(2022)

After a 13-month battle to secure $8.3 million owed in compensation to more than 1,250 Thai workers who sewed bras for Victoria’s Secret, we rallied our community to send letters to the brand’s CEO and flood its social media. After drawing attention to the cause and having a behind-the-scenes conversation with the company’s CEO, Victoria’s Secret stepped up and took out a loan to pay their workers.

**INTERNATIONAL ACCORD**

(2021-22)

After the Rana Plaza factory collapse in 2013 that killed over 1,100 garment workers in Bangladesh, a binding agreement called the Bangladesh Accord on Fire and Building Safety was born to ensure safe workplaces, equipment and training for millions of Bangladeshi garment workers. After expiring in 2021, the law was renewed and expanded to new garment-producing countries thanks to months of public campaigning from our community and partnering coalition. Today, the renewed agreement is called the International Accord for Health and Safety and aims to move these life-saving protections into Pakistan. It has been signed by major companies including American Eagle, Bestseller, Hanes, NEXT and PVH.

**#PAYUP**

(2020)

Recognized as the most successful labor rights campaign in fashion in modern history, our viral #PayUp campaign unlocked $22 billion owed in canceled orders to suppliers from 25 of the biggest fashion brands during the Covid-19 pandemic, including Target, Calvin Klein, Amazon, Asos, Nike and Gap. Our #PayUp petition reached over 270,000 signees, putting the pressure on brands to pay garment workers, and ultimately, save lives as the pandemic turned the industry upside-down.
Every fall, we publish our annual Fashion Accountability Report, scoring the world’s most profitable brands on climate and human rights impact. Aside from serving as an advocacy tool and mobilizing consumers to demand better from the brands they love, the report also functions as an educational tool, helping brands understand how they can improve their business practices. To date, the 2021 report has received over 50,000 views and been referenced in a multitude of media stories. Findings from the annual reports are also published in the Remake Brand Directory, a digital directory that makes it easy for buyers to search brands, call out greenwashing and support the small companies that share in their values.

Noting the urgency at the start of the Covid-19 pandemic, and seeing nowhere else where direct donations could be made to support garment workers, we began fundraising for grassroots organizations, providing direct relief in the form of food and medical supplies to the industry’s most vulnerable. In 2022, we raised $9,000+ for garment workers affiliated with our partnering orgs, AWAJ Foundation in Bangladesh, Stand Up Movement Lanka in Sri Lanka, and Labour Education Foundation in Pakistan. Since the start of the pandemic, we’ve raised over $159,000 in direct relief, with 100% of net proceeds going to garment workers.

This 2022, we hosted our third annual #NoNewClothes initiative, which was featured on Good Morning America and Harper’s Bazaar. The campaign encourages pledge-takers to reset their relationship with fashion and their consumption habits by pausing purchases on new clothes for 90 days. We’ve found that #NoNewClothes inspires consumer behavior change, with many pledgetakers continuing the challenge past the 90-day mark after seeing the environmental impact they make in supporting the cause. In 2022, it’s estimated that over 1,300 pledges preserved 12,000,000 liters of blue water, prevented over 600,000 pounds of CO2 emissions and 26,500 pounds of waste, and saved $620,000.

Behind the scenes, we regularly dialogue with brand executives from some of fashion’s largest, most influential companies like Amazon, H&M, Zara, Everlane, UNIQLO and Gucci. While we do outreach to some brands, most come to us looking for advice on ways to improve their current practices in regards to supply chain management, worker wages, sustainability practices and environmental goals. We’re then able to use those conversations as a stepping stone to move brands towards our campaign goals, like in the instance of Victoria’s Dirty Secret (pg. 13).
200,000+ Passionate Supporters
Ambassadors, funders, influencers, organizations, educators and brand partners. They’re the reason why we believe we can end the fashion crisis in our lifetime.

In 2022, our community grew stronger than ever.

"As a fashion lover and co-owner of a clothing brand, I felt compelled to join Remake’s work in empowering citizens to advocate for fair wages and eliminate environmental injustice within the fashion industry. It’s no surprise that the industry is destructive to the environment and women who make our clothes, which is why I’m committed to doing all I can to support Remake’s work and encourage others to rally around this cause."

—Robin Wright
Actress and Entrepreneur

"I joined Remake because I wanted to connect with people in my community who love fashion but at the same time believe that the fashion industry can be better. I was excited about the thought of meeting other ambassadors in the DC-area, organizing actions and events, and dreaming up fashion futures that embody our many values, cultures and styles while honoring the land and our communities."

—Riza Jariol
Remake Community Organizer (Washington, D.C.)

"The Remake community is on the cutting edge of industry change and activism. Happy to be working together to bring justice and integrity to the fashion industry."

—Matt Stockamp
Sustainability Lead, Nisolo

"I invest in Remake because it builds and empowers a community of advocates who are changing the fashion industry for the better. Through storytelling and advocacy, Remake centers the experiences of the 70 million women who make our clothes and demonstrates how each of us can get involved."

—Natasha Dolby
The Ray and Dagmar Dolby Family Fund

"It is wonderful to witness the Remake Team publish a report that embodies the necessary nuance when approaching complex conversations around an ethical fashion system; that centers human rights within environmental justice."

—Professor Ammar Belal
Professor, Columbia University

"Remake Ambassadors have been fundamental in shaping the future of the fashion industry. The organization has mobilized and nurtured a new generation of businesses, professionals and consumers who have become powerful activists and advocates for garment workers in L.A. and globally. With Remake, we are building a world where workers receive fair wages, dignity and respect."

—Marissa Nuncio
Executive Director of Garment Worker Center

"The Remake community is on the cutting edge of industry change and activism. Happy to be working together to bring justice and integrity to the fashion industry."

—Matt Stockamp
Sustainability Lead, Nisolo

"I joined Remake because I wanted to connect with people in my community who love fashion but at the same time believe that the fashion industry can be better. I was excited about the thought of meeting other ambassadors in the DC-area, organizing actions and events, and dreaming up fashion futures that embody our many values, cultures and styles while honoring the land and our communities."

—Riza Jariol
Remake Community Organizer (Washington, D.C.)

"The Remake community is on the cutting edge of industry change and activism. Happy to be working together to bring justice and integrity to the fashion industry."

—Matt Stockamp
Sustainability Lead, Nisolo

"I invest in Remake because it builds and empowers a community of advocates who are changing the fashion industry for the better. Through storytelling and advocacy, Remake centers the experiences of the 70 million women who make our clothes and demonstrates how each of us can get involved."

—Natasha Dolby
The Ray and Dagmar Dolby Family Fund

"It is wonderful to witness the Remake Team publish a report that embodies the necessary nuance when approaching complex conversations around an ethical fashion system; that centers human rights within environmental justice."

—Professor Ammar Belal
Professor, Columbia University

"Remake Ambassadors have been fundamental in shaping the future of the fashion industry. The organization has mobilized and nurtured a new generation of businesses, professionals and consumers who have become powerful activists and advocates for garment workers in L.A. and globally. With Remake, we are building a world where workers receive fair wages, dignity and respect."

—Marissa Nuncio
Executive Director of Garment Worker Center
Remake’s work has been featured in 1300+ News Stories

This year alone, we attained 270 Press Hits!

Since 2015, we’ve lent our voice to 150+ Speaking Events

A core part of our media strategy is building awareness and momentum around key issues within the fashion sector. These efforts help normalize sustainable and ethical practices, bring attention to the injustices within the industry via the press, center the voices of garment workers and ensure that brands are held accountable by the public.

As a voice of authority in fashion, Remake often takes part in industry panels. Notable event hosts include The New York Times, WWD, Drapers, Business of Fashion, MAGIC, Vogue Business and others.

Year after year, our media coverage continues to span across print, web, radio and television worldwide, featuring six core members of our team.

NOTABLE SHOUTOUTS:

Vogue’s Top 100 People Changing the Future of Fashion
Marie Claire’s List of Women Making Fashion More Ethical and Equitable
Fast Company’s Most Creative People in Business
Insider’s Climate Action 30 List
Vogue Business’ Innovators List

OUR PRESS
Our team is a wide-ranging group of experts from a variety of industries and backgrounds who align in their passion for ending the fashion crisis.

In 2022, we were thrilled to add 2 new full-time and 7 new part-time staff members to our team—more than double the number of new hires we had in 2021!

**Staff**

Ayesha Barenblat
Executive Director

Elizabeth Cline
Director of Advocacy & Policy

Amelia West
Director of Development

Julie Mastrarrigo
Director of Leadership Development

Katrina Caspelich
Chief Marketing Officer

Chelsey Grasso
Director of Content

Emily Stochl
Director of Education

Daisy Christophel
Social Media Manager

Becca Coughlan
Transparency Manager

Caroline Miller
Education Manager

Christina Cheng
Web Designer & Developer

Alexa Roccanova
Accountability Manager

Lynda Grose
Professor, California College of the Arts

Gina Bibby
Partner, Withers Bergman LLP

Seema Shah
Product Management and Marketing Strategist

Mia McNeil
Content Manager

Mark Anner
Professor and Director, Center for Global Workers’ Rights

Joe Oh
Senior Vice President of Marketing, Care Access

Tessa Beltrano
Program Manager

Alison Green
Events Manager

Caroline Renzelman
Graphic Designer

Lynda Grose
Professor, California College of the Arts

Gina Bibby
Partner, Withers Bergman LLP

Seema Shah
Product Management and Marketing Strategist

Mia McNeil
Content Manager

Mark Anner
Professor and Director, Center for Global Workers’ Rights

Joe Oh
Senior Vice President of Marketing, Care Access

Tessa Beltrano
Program Manager

Alison Green
Events Manager

Caroline Renzelman
Graphic Designer
Thanks to the hard work and generosity of so many, 2022 was our most impactful year yet. We were able to raise more money, send more money to garment workers and change more lives than ever before.

We’ve seen our impact grow exponentially with recurring donations from loyal supporters. With investments from visionary philanthropists, we’ve been able to accomplish major progress in creating more equity in the fashion industry. The most impactful philanthropy comes from people who invest in our core mission and leadership, giving unrestricted funds for general operating support. Our work is made possible through the generous support of our donors and partners.

Thank You To Our Donors!

A SELECTION OF CURRENT MAJOR DONORS:

The Martini Education & Opportunity Trust
The Ray and Dagmar Dolby Family Fund
The Susie T. Buell Foundation
The Cordes Foundation
The Laudes Foundation
The Pincus Family Foundation
Stardust Fund
Incite Labs
Given our growing population and overconsumption, we are already up against climate and ecological boundaries. Without rapid changes to how much we buy and how quickly we dispose of clothes, we are at the risk of being unable to inhabit our planet.

To reduce the risk of climate change, we must do our part to consume mindfully, buy less and better, and advocate for better regulations when it comes to those who make our clothes.

Your partnership powers our impact.
With your support, in 2023 we hope to:

**DOUBLE OUR REACH**
of Remake x University programming and provide free educational resources to our ever growing ambassador network consisting of middle school, high school and college students; and young professionals who are joining our #WearYourValues movement.

**FURTHER LEGISLATION**
like the FABRIC Act (federal) and the Fashion Act (NY) to address fashion’s impact on climate and women, ensuring brands are setting science-based targets and being held liable for their workers’ legal wages and well-being.

**EXPAND BRAND DIRECTORY**
and lead consumers towards smaller, more sustainable brands while also igniting advocacy through linked campaign work that holds the industry’s most profitable and influential brands accountable for their supply chain’s safety and workers’ well-being.

**WAYS TO GIVE TO REMAKE:**
Donor Advised Funds (DAF)
Appreciated Securities and Gifts of Stock
Charitable Trusts
Private and Family Foundations
Planned Gifts
Recurring Gifts (monthly, quarterly, annually)
Become a Remake GEM (gives every month)
Join a Giving Circle

Remake is a 501(c)(3) nonprofit organization located in the US. Our EIN/tax ID is 47-3181193.
Thank you so much for your continued support!