



EQUITY, DIVERSITY AND INCLUSION COMMITMENT STATEMENT

The Couchiching Conservancy (CC) with its partners and supporters, is creating a legacy for future generations by conserving natural places in the Couchiching-Severn region.

We strive for conservation achievements in which equity, diversity and inclusion are the norm within our organization. We aim to cultivate trust through openness, and celebrate and encourage the full participation of people including, but not limited to, those of any age, ancestry, race, citizenship, ability, sex, gender identity, gender expression, and sexual orientation.

CC needs to be accessible to everyone, and we recognize the need for ongoing efforts to ensure we meet our goals.

We must be intentional in how we learn about and engage with people from underrepresented groups in our organization and in our work.

We are committed to advancing reconciliation with Indigenous Peoples through building ethical space and creating meaningful relationships with Indigenous Nations and communities. Furthermore, we acknowledge the importance of Indigenous-led conservation and support Indigenous-led efforts to conserve and steward the land.

CC will make ongoing efforts to advancing equity, diversity and inclusion with perseverance, humility and honesty. These efforts will take time and are not intended as a quick fix, but as a long-term journey. Through this journey we will keep learning. The advice, knowledge and experiences of others will help inform our actions.

At CC, we commit to listening, learning and adapting. We are confident that this journey will not only promote equity, diversity and inclusion, but will also accelerate conservation for the benefit of nature and people.

We are committed to:

- Collaborating with our staff, volunteers and donors
- Cultivating an inclusive culture internally to attract and retain diverse talent
- Demonstrating commitment, humility, curiosity and courage in fostering equity, diversity and inclusion
- Exploring new approaches and continuously learning about equity, diversity and inclusion.