



KAWARTHA LAND TRUST

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# **Kawartha Land Trust (KLT) Strategic Planning Terms of Reference: Diversity, Equity & Inclusion (DEI) – Diversifying Voices at KLT**

## **Why Diversity, Equity & Inclusion?**

Kawartha Land Trust (KLT) is committed to creating an organization that is diverse and inclusive and truly representative of the vibrant Kawarthas community that we operate in. Recognizing that historically, and continuously, marginalized voices are often not included or listened to within the conservation and environmental movements and these voices are also not represented in decision-making and leadership capacities.

We acknowledge that KLT has a role to play in changing this narrative within the land trust sector and we need to put in the work to include diverse voices and perspectives in an ethical manner to ensure we are active allies in our community. We also understand that this approach must be intersectional, addressing inequalities based on age, disability, gender, sexual orientation, race, ethnicity, class, and other forms of discrimination.

Moving forward, we need to make a conscious effort to create a conservation organization that can meaningfully welcome diversity and also play an active role in dismantling the systems of oppression that act as barriers for marginalized people in accessing our natural environment and being contributors to the environmental movement.

DEI work is a continual process of learning, engagement and listening. The future of conservation relies on an actively inclusive approach that ensures everyone has a voice and that we all work together to expand conservation efforts in our region.



## **KLT's DEI background:**

- 2021: KLT participated in a three-day workshop titled, "Diversity 101: Anti-Racism/Anti-Oppression" that was mandatory for staff. Board members and trustees were invited to attend. The Diversity 101 workshop was designed by Community Race Relations Peterborough to help groups come to a shared understanding of anti-racism/anti-oppression (ARAO) theory and practice. The workshop provides an overview of ARAO concepts and terminology while examining how individuals and groups are impacted by systems of oppression and what can be done to affect change.
- Diversified our newsfeeds on social media and started a social media campaign called #InformedFridays that was created as a way for KLT to use our platform to elevate racialized voices that are doing work within the environmental and conservation fields. This has helped KLT connect with diverse individuals within our industry and become more aware of barriers and issues racialized individuals face.
- In 2022, KLT partnered with the Trent African Black Student Association and the Trent Central Student Association to co-host a snowshoeing event on campus to showcase black joy in nature. KLT also hosted our first-ever Black History Month event, "Black History Month Hike: Past, Present & Future of Black Excellence in Conservation!" at KLT's Dance Nature Sanctuary.
- In 2022, KLT partnered with Let's Hike T.O. and Diverse Nature Collective for a hike at KLT's Stony Lake Trails to make hiking in the Kawarthas more accessible and inclusive.

## **Other Examples of Land Trusts Undertaking DEI Work**

[The Conservation Trust for North Carolina](#)

[Ontario Land Trust Alliance](#)

[Land Trust Alliance](#)

[U.S. examples in action](#)

## **Your Participation**

- We want your expertise and vision to plan what can be accomplished in the next eight years if we focus on DEI.
- We want you to be bold and think creatively.
- We expect everyone to listen deeply. A simple protocol for careful listening and a process for making decisions will be presented by a facilitator at the first meeting of each group.



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- You are not required to attend all meetings and can attend meetings for other strategies as you like. However, any decisions made at meetings where you are not present need to be considered final and will not be revisited because of your absence.
- We expect participants to also help research their topic, possibly interviewing key informants who cannot participate in the meeting. A basic interview tool and instructions will be provided.
- We ask that everyone read the information circulated in preparation for the meeting and participate in discussions.
- This strategy is unique in that KLT hopes to be allies to communities that have traditionally been excluded from conservation planning. Therefore, the purpose of this working group is to set a foundation of strategic thought that will be built upon and finalized through consultation. We recognize the importance of paying for knowledge and expertise from diverse and racialized communities.

## Outcomes

The working group will create a recommendation for the KLT Board, related to how a focus on a DEI approach will help us achieve our strategic objectives. It will address the following:

- Define the strategy. Include a metric that indicates what KLT will have accomplished by 2030 through a DEI approach.
- Describe eight years of tactics that KLT might use to best implement the strategy.
- Use the “KLT Toolkit” to inform the tactics. Propose new tools if required.
- Connect the tactics to progress toward KLT’s strategic objectives. Often, a tactic will help achieve multiple strategic objectives.

## Milestones

- Mid-May: First meeting
- Late June: Draft circulated to the board
- July: Paid consultation and working sessions begin
- October: Wrap-up



## **Meetings**

The Committee will meet bi-weekly starting mid-May and end in October. Meetings will be held in person in the KLT boardroom with an option to attend virtually if needed.

The designated KLT staff member will maintain written notes of all meetings, which will be shared with members of the Committee, KLT staff, Board members and other involved strategic planning committees and advisors.

## **Resources**

The Committee will receive the necessary resources from the KLT to fulfil its mandate, including administrative support from the designated KLT staff member and technical expertise from the Director of Community Conservation and/or Executive Director.

## **KLT Toolkit**

When considering how we will create impact by enacting a DEI strategy, consider the following toolkit.

### **Permanent Protection**

We become owners of land to protect it forever against development. Donations of land and acquiring rights on land (CEAs) are major tools. Purchasing land is used to protect pieces of critical importance.

### **Land Stewardship**

We manage our lands to minimize impact, enhance nature, and invite the public to experience nature. We work with other conservation organizations to steward and restore their protected land.

### **Volunteers**

People power our impact. Boots in the mud or behind the scenes, our impact is because of the contributions of people who love the land.

### **Community Conservation**

Finding synergy between land protection and the needs of the community can make conservation projects relevant to more people and grow our impact. This can be achieved by listening and responding to the needs of the community.

### **Support Landowners**

Landowners will decide the future of our landscape. Our Partners in Conservation program thanks them for the care they take of their lands and helps them to take on stewardship and restoration projects.



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## **Fundraising**

We bring in government investments in conservation to this region and increase conservation-minded philanthropical efforts. Individuals are inspired to donate because of their connections to our cause.

## **Communication**

We have a voice that can inspire and educate people on why land is worth protecting.

## **Partnerships**

We work with others with skills in social services, education, research, technology, environment, agriculture, and business to expand the impact of our land conservation efforts.

## **Back End**

Good governance, technology, and systems are all critical enablers of our work.

