



COALITION OF OREGON LAND TRUSTS

511 SE MORRISON ST. PORTLAND, OR 97214 • OREGONLANDTRUSTS.ORG

Request for Partnership – Diversity, Equity & Inclusion

Who We Are

We are the Coalition of Oregon Land Trusts, a statewide network of 29 conservation organizations that work across Oregon to protect our lands and waters. Our **mission is to serve and strengthen the land trust community of Oregon** through building connections and advancing policies that help protect our natural world. We currently have 6 staff members: 3 full-time and 3 part-time employees.

Embedded throughout our new strategic plan is a dedication to diversity, equity and inclusion. For example, two of our internal objectives include:

- Increase our own internal understanding and ownership of diversity, equity and inclusion so the organization has shared definitions.
- Complete an equity audit of COLT and adopt recommendations.

What We Are Seeking

In order to achieve our goals, COLT is seeking to hire a DEI consultant to help us work on internal organizational change at the staff level, with opportunities for engagement throughout the process for our board of directors and member organizations. Our team is ready to move from informal staff discussions to a structured journey that results in organizational change that we can all be accountable for. Our long-term vision is to create a welcoming organization that better reflects the diversity of Oregon, which will improve how we fulfill our mission to strengthen our land trust community. We want to be a place where all Oregonians can see themselves in our work. As a coalition, COLT is uniquely positioned to support a shift in the land trust movement that carries forward land-based projects focused on justice, healing and restoration for our communities. We believe this internal change will result in stronger, more durable conservation.

We are requesting a 12-month partnership with a DEI advisor who will hold trainings, learning opportunities, and create a safe space for our staff (and potentially board and coalition members to have honest conversations in an effort to think critically about COLT's internal and external structures, develop an awareness of our own unconscious biases, and assist COLT in creating the framework to be a more equitable and inclusive organization.

What We Envision in Our DEI Journey

The following goals are derived from staff-wide visioning conversations and surveys

Individually, staff members have undergone independent trainings but we have not yet gone through a process as a team. We regularly join conversations, webinars and opportunities in the

race and equity space and host a staff book club and a lunch and learn series centered on diversity, equity, inclusion, race and justice. Acting on an objective in COLT's new strategic plan to 'advance the land trust community's work with and or Northwest tribes,' we are advancing a learning journey with the land trust community to expand indigenous access, ownership, and stewardship of land.

COLT strives to embody a friendly, open, trustworthy and inclusive work place for people of all ages, backgrounds, ethnic and gender identities. We want to create a work environment where everyone succeeds and thrives in their role, feels supported, and has opportunities to grow.

Outside of our organization, we are interested in uncovering the role that land trusts play in enabling and perpetuating disparities in land ownership and access. We're also interested in how to be a bridge from the traditional conservation arena to the environmental justice movement. COLT recognizes the power and privilege land trusts hold as land owners and stewards, and we want to identify through our DEI journey actionable steps COLT can take to address systemic problems that we are unintentionally perpetuating. We understand there's a long journey ahead, and we envision creating an environment in which continuous learning opportunities and feedback loops on a broad range of topics are encouraged, and that our team is exposed to thought leaders beyond their areas of expertise and comfort zones. We are yearning to find new and creative ways to measure our progress and hold each other accountable, and continually encourage each other to be open to change and growth, all the while being as equitable and inclusive as possible.

Proposed Scope of Work

The scope of this journey will have a heavy focus on laying the foundation with our internal staff and potentially some of all of our board, and that by the end of a 12-month period to have:

- Developed shared definitions and a common language for this work
- Completed an equity audit of COLT and a set of recommendations
- Finalized a plan of action to adopt our audit recommendations
- Other key deliverables co-created along this journey. We don't yet know what we will need in the next year and we are seeking a partner to guide us. Internal conversations have detailed several possible scope outcomes—coalition vision statement, workshop experiences for members and a grounding in how race and equity history has played a role in Oregon and the conservation/environmental movement.

COALITION OF OREGON LAND TRUSTS

511 SE MORRISON ST. PORTLAND, OR 97214 • OREGONLANDTRUSTS.ORG

23 MEMBER ORGANIZATIONS: BLUE MOUNTAIN LAND TRUST CENTER FOR NATURAL LANDS MANAGEMENT
COLUMBIA LAND TRUST DESCHUTES LAND TRUST DUCKS UNLIMITED FRIENDS OF THE COLUMBIA GORGE LAND TRUST
FOREST PARK CONSERVANCY GREENBELT LAND TRUST KLAMATH LAKE LAND TRUST LOWER NEHALEM COMMUNITY TRUST
MCKENZIE RIVER TRUST NORTH COAST LAND CONSERVANCY NORTHWEST RANGELAND TRUST OREGON DESERT LAND TRUST
PACIFIC FOREST TRUST SOUTHERN OREGON LAND CONSERVANCY THE CONSERVATION FUND THE NATURE CONSERVANCY IN OREGON
THE TRUST FOR PUBLIC LAND THE WETLANDS CONSERVANCY WALLOWA LAND TRUST WESTERN RIVERS CONSERVANCY
WILD RIVERS LAND TRUST **6 ASSOCIATE MEMBER ORGANIZATIONS:** CLACKAMAS SOIL AND WATER CONSERVATION DISTRICT
EAST MULTNOMAH SOIL AND WATER CONSERVATION DISTRICT HELVETIA COMMUNITY ASSOCIATION OREGON AGRICULTURAL TRUST
TUALATIN SOIL AND WATER CONSERVATION DISTRICT YAMHILL SOIL AND WATER CONSERVATION DISTRICT

- A plan/scope for a thoughtful way to include our board of directors and member organizations in the next phase of this work (after this 12-month contract).
- Regular meetings no less than twice a month and no more than once a week, with the potential for occasional in-person (socially distant) staff retreats.

We are seeking the following qualities in a DEI Consultant/Partner:

Has a tested DEI philosophy, approach and mode and who has worked with similar organizations

- Has familiarity with networks, coalitions, and organizations with a broad spectrum of priorities and cultural dynamics
- Has capacity to work closely with COLT for the next 12 months and can help us define measurable outcomes for us to work towards.
- Is willing to work within our budget as a small nonprofit organization.

How to Respond: We see this as a highly relationship-driven process. We hope the snapshot of items below will help guide the conversation, but we are not seeking designed responses and are, instead, looking for substance. We welcome phone calls to talk through any questions. For inquiries or to initiate a conversation, please call Torey Mill: (267) 237-3231

By October 30, 2020 please submit the following in a single PDF, via email to torey@oregonlandtrusts.org

- About you: your philosophy and approach to this DEI work, a brief description of how you recommend carrying out the work detailed above and why you think we will be great partners. (no more than 2 pages)
- CV or resume (and any background details of additional team members/consultants)
- A list of organizations you have worked with in the past that are similar to COLT
- An estimate of what you think we should budget for this work

COALITION OF OREGON LAND TRUSTS

511 SE MORRISON ST. PORTLAND, OR 97214 • OREGONLANDTRUSTS.ORG

23 MEMBER ORGANIZATIONS: BLUE MOUNTAIN LAND TRUST CENTER FOR NATURAL LANDS MANAGEMENT
 COLUMBIA LAND TRUST DESCHUTES LAND TRUST DUCKS UNLIMITED FRIENDS OF THE COLUMBIA GORGE LAND TRUST
 FOREST PARK CONSERVANCY GREENBELT LAND TRUST KLAMATH LAKE LAND TRUST LOWER NEHALEM COMMUNITY TRUST
 MCKENZIE RIVER TRUST NORTH COAST LAND CONSERVANCY NORTHWEST RANGELAND TRUST OREGON DESERT LAND TRUST
 PACIFIC FOREST TRUST SOUTHERN OREGON LAND CONSERVANCY THE CONSERVATION FUND THE NATURE CONSERVANCY IN OREGON
 THE TRUST FOR PUBLIC LAND THE WETLANDS CONSERVANCY WALLOWA LAND TRUST WESTERN RIVERS CONSERVANCY
 WILD RIVERS LAND TRUST **6 ASSOCIATE MEMBER ORGANIZATIONS:** CLACKAMAS SOIL AND WATER CONSERVATION DISTRICT
 EAST MULTNOMAH SOIL AND WATER CONSERVATION DISTRICT HELVETIA COMMUNITY ASSOCIATION OREGON AGRICULTURAL TRUST
 TUALATIN SOIL AND WATER CONSERVATION DISTRICT YAMHILL SOIL AND WATER CONSERVATION DISTRICT