

Habitat Acquisition Trust Strategic Plan 2020-2024



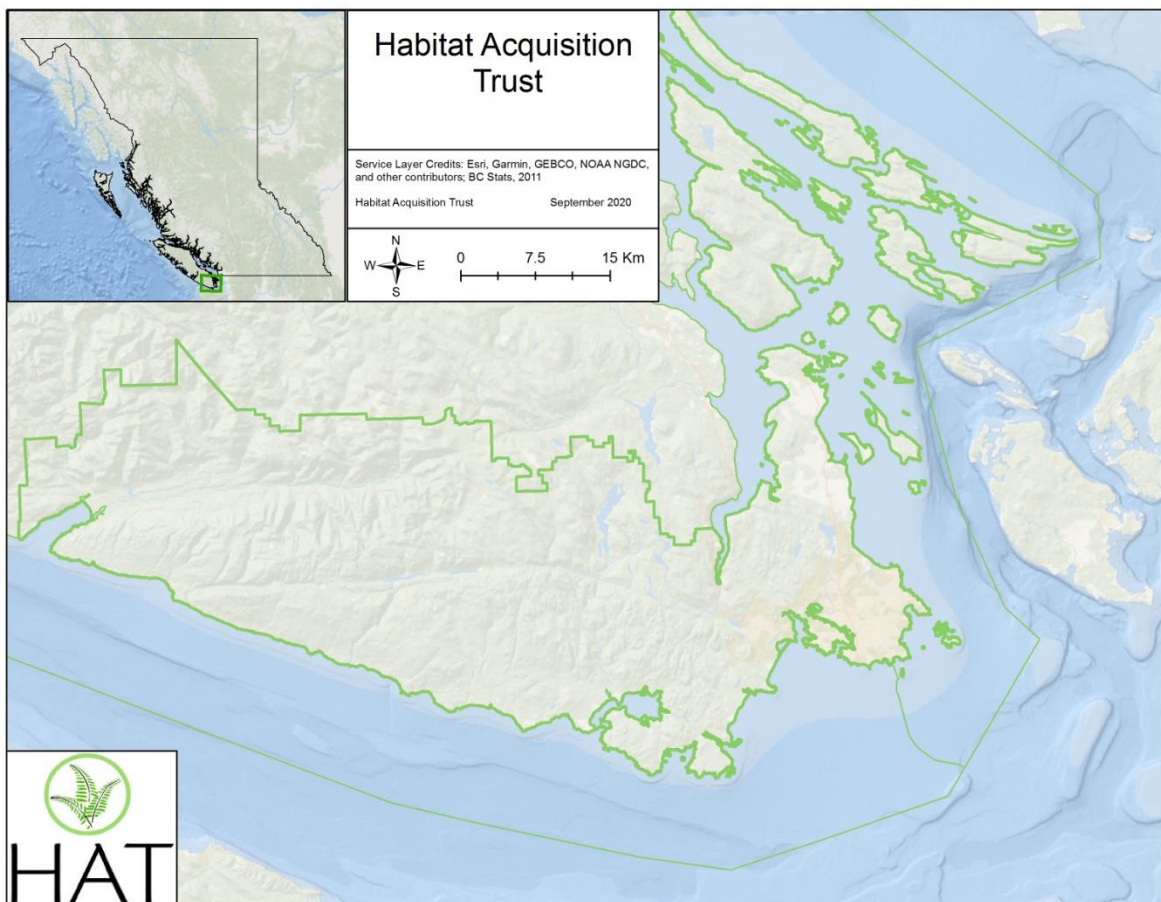
HAT

Vision

Natural areas are protected and healthy on southern Vancouver Island and the Gulf Islands.

Mission

HAT works for the conservation of natural areas on southern Vancouver Island and the Gulf Islands through protection, collaboration, stewardship and education.



Southern Vancouver Island and the Gulf Islands are part of the traditional territories of the WSÍKEM (Tseycum) First Nation, STÁUTW (Tsayout) First Nation, WJOLÉLP (Tsartip) First Nation, BOKÉĆEN (Pauquachin) First Nation, MÁLEXEŁ (Malahat) Nation, Songhees Nation, Esquimalt Nation, Sc'ianew First Nation, T'Sou-ke Nation, and Pacheedaht First Nation.

Goals and Objectives

Collaborate with individuals and organizations to conserve natural areas.

- Support natural area protection by landowners and stewardship groups;
- Seek new collaborative opportunities and funding sources for natural area protection through diverse partnerships with the private sector, First Nations and all other levels of government, NGOs, academia, community organizations and foundations;
- Support the creation of Indigenous Protected and Conserved Areas (IPCAs);
- Nurture strong relationships with partners and supporters.

Ensure HAT's work and actions foster and are guided by enduring relationships with the Indigenous communities in whose territories we work.

- Align HAT's organizational practices with the United Nations Declaration on the Rights of Indigenous Peoples, and the Truth and Reconciliation Commission's calls to action;
- Create a HAT policy expressing priority of Reconciliation principles within HAT's work;
- Integrate reconciliation principles into HAT's governance, management and operations;
- Provide training for all staff and Board to support this goal.

Provide opportunities for people to engage with natural areas as stewards.

- Foster a well-informed community of stewards who conserve and restore native plants, animals and natural areas;
- Engage youth in experiential activities that share knowledge and expertise in creating, enhancing and protecting natural areas;
- Serve as a recognized community resource for expertise and advice related to the conservation of plants, animals and natural areas;
- Inform HAT's conservation practices using continual learning and exchange of ideas;

- Foster a well-connected network of conservationists by maintaining and growing HAT's community.

Strive for organizational excellence.

- Foster forward-looking financial planning and risk mitigation;
- Develop and implement a communication strategy to demonstrate HAT's commitment to being a progressive and stable organization;
- Ensure that HAT staff and board reflect the diversity of the community, including increased representation from Indigenous Communities;
- Ensure that staff workload is realistic and focused;
- Provide a safe, healthy and adaptable work environment;
- Work toward compliance with Canadian Land Trust Standards and Practices.