



PARTNERSHIP TOOLKIT

Helping Environmental Not for Profit
Organizations Partner with Organizations
Serving Diverse Youth

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How and Why the Toolkit Came Together

May 2021: Race and Nature in the City Report Webinar

22 recommendations across 5 areas:

1. Partnerships
2. Representation in Communications
3. Nature-based Activities
4. Awareness
5. Opportunities



2021: Community-Informed Needs Assessment



Our research identified the top 11 recommendations

Top 2 Partnership Recommendations

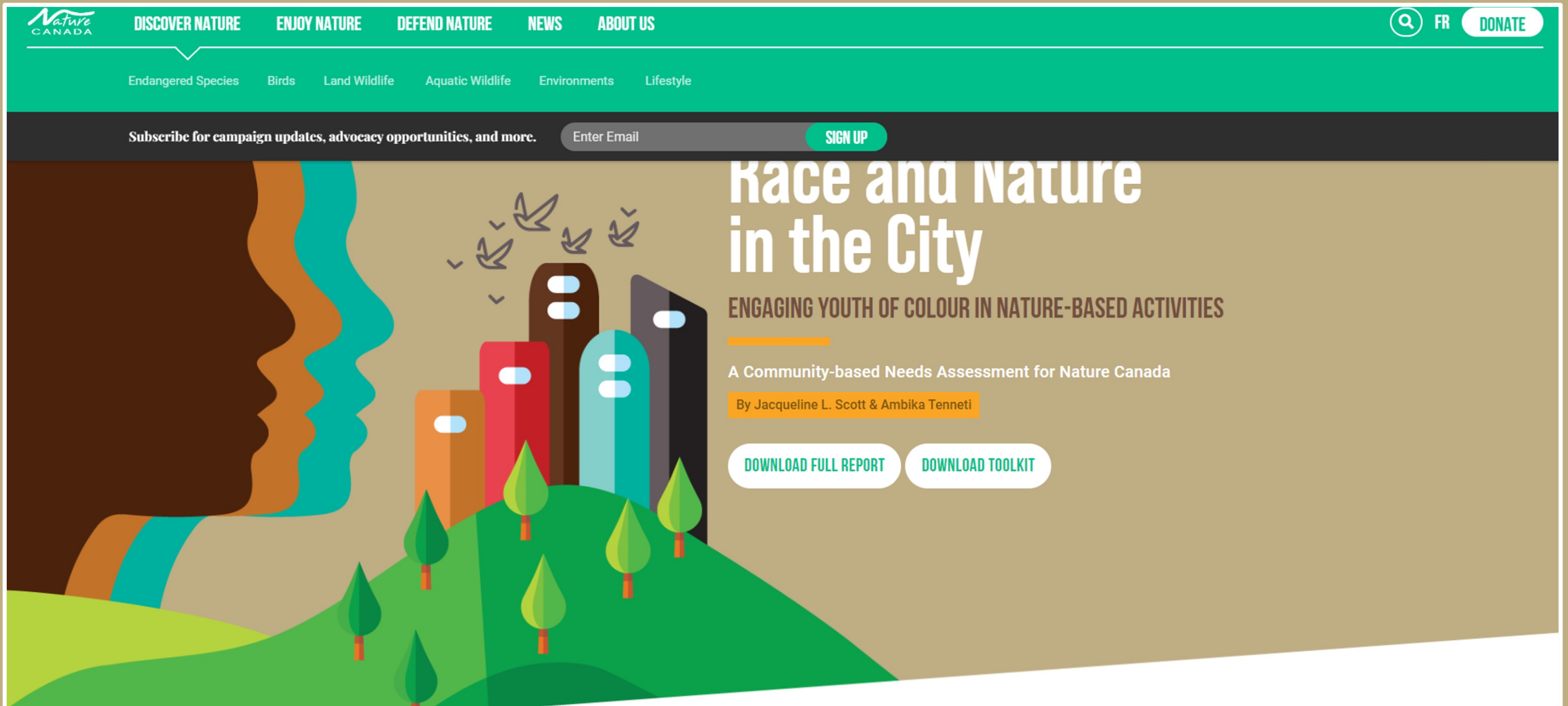
1. City-Based Partnerships: Partner with city-based organizations that serve racialized communities (36%)
2. Youth Agencies Collaboration: Partner with organizations that serve immigrant and Indigenous youth (27%)

2022: Partnership Toolkit Development



- Implementing all report recommendations starts with authentic partnerships
- Toolkit format is most accessible and requires the least ENGO resources to utilize.
- ENGO partners contributed partnership success stories, best practices and video interviews

Virtual Toolkit - How to navigate your way through



Virtual Toolkit

HOW TO USE THIS TOOLKIT

This toolkit is designed for environmental not for profit organizations in Canada, who want to partner with organizations that serve diverse youth to collaborate on outdoor programs.

If your organization has never formed such partnerships before, we encourage you to use this entire toolkit in the order that it is presented. You will find tools and resources to support you from the beginning stages of considering why you want to form such a partnership, to how to form and maintain such a partnership, hold your first partnered project, and evaluate the partnership to see how you may best move forward.

If your organization already has such partnerships in place, you may wish to focus on the toolkit modules that are specific to your needs. However, we do encourage you to review the toolkit from start to finish. Worksheets build upon each other, and the process may help you evaluate your current partnership-related processes and outcomes.

This toolkit includes practical supports such as discussion worksheets, best practices resources, self-assessment tools and templates to help you move from concept to action.

A word on Discussion Worksheets: it's hard to find the time to step back, and have those larger organizational discussions. For each discussion worksheet we suggest that you:

- Download the document.
- Gather all relevant staff for a 20-30-minute meeting.
- Assign one person to facilitate the meeting, and another to take notes.
- Share the meeting notes with all attendees in a timely fashion, and other staff if appropriate.

To complement these practical tools, we are pleased to include Partnership Success Stories from your ENGO peers across Canada, and short videos outlining their lessons learned. These will give you a sense of their entire partnership journey. We suggest that you either convene staff to watch these videos together, or send them out in advance so staff can watch on their own schedule. Discuss as a group, then capture the discussion in the video worksheets.

GLOSSARY OF KEY TERMS

Here we provide definitions of a few terms used in the toolkit. Language changes frequently, and many terms exist to refer to the same group of people. We encourage you to use the terms that you feel are most appropriate for your organization and the communities that you serve.

BIPOC = Black, Indigenous and People of Colour. Where the term POC used to be the standard, adding BI at the start of the acronym acknowledges that Black and Indigenous people are more impacted by systemic racism than other groups. Some choose to use IBPOC to further prioritize Indigenous communities.

Racialized: This term refers broadly to non-white individuals. The Canadian Race Relations Foundation defines racialization as “the process through which groups come to be socially constructed as races, based on characteristics such as race, ethnicity, language, economics, religion, culture, politics, etc.” Some people use this term interchangeably with BIPOC, but many Indigenous individuals do not identify with this term.

Indigenous: This umbrella term refers broadly to the original peoples of what we now call Canada, and specifically includes First Nations, Inuit and Métis people. These are extremely diverse groups, and every effort should be made to specific groups, such as Cree, Anishnabek, etc.

Virtual Toolkit - Modules

MODULE 1: EXPLORE AND DEFINE YOUR PARTNERSHIP 'WHY'

Access Module 1 Resources [Here](#)

"We heard about a fantastic grant! But it's due next week, and we need to partner with an organization that does X. Who should we contact?". Sound familiar? For many environmental organizations, the driver behind forming partnerships is a grant opportunity. But cold-calling an organization that you've never dealt with, to form a partnership and collaborate on a successful grant application that serves both organizations – that simply can't be done quickly.

Nor should it be. Rushing into a partnership solely to get those funding dollars is short-sighted, and can have negative consequences for both organizations.

In this module, we encourage you to gather with your colleagues and take a step back. The next two discussion worksheets will help you explore your organization's history of forming partnerships with groups that serve diverse youth, discuss why you want to form such partnerships now, and identify how your current partnership goals relate to organizational goals and objectives.

Step 1: Organizational Partnership History (Discussion Worksheet)

- [Download this worksheet here.](#)
- Invite staff that have a long history with the organization. Even if those staff don't currently work in a relevant program area, they may have valuable institutional memory.
- Invite all levels of staff to get the full historical picture. Senior leadership may have a different understanding of how past partnerships have gone, when compared to on the ground program staff.

Discussion Worksheet: Finding Your Current Partnership Why

Meeting Date:

Facilitator:

Note-Taker:

Staff In Attendance:

At this point in time, why do you want to form partnerships with organizations that serve diverse youth? List your goals below. These could be organizational goals, departmental goals, or both.

Goal 1:

Goal 2:

Goal 3:

Goal 4:

Goal 5:

How do the goals from question 1 relate to the mission, vision and goals of your organization?

State Organization Mission:

Which goals are relevant to your organization's mission?

State Organization Vision:

Which goals are relevant to your organization's vision?

State Organization Goals:

Which goals are relevant to your organization's goals? Which ones?

[Opens into a shared Google Drive for worksheets](#)



Things to consider when working with the toolkit

- Nature Canada's Nature Network organizing team did a test drive of the toolkit over the fall of 2022.
- As much as this is a practical how to guide for relationship building, it's also much more than that. It provides a container for collaborative, all of team or organization reflection and discussion.
- It requires vulnerable discussion on bias, failures and practices that may have been neglected in the past. (This is a good thing!)
- It encourages assessment throughout the process of relationship building. Schedule these in advance systematically so they don't get ignored.



Questions?