



## 2024 Colorado DEIJ Cohort Program Overview

Join your land trust and conservation peers in Colorado to expand your skills, knowledge and confidence in leading diversity, equity, inclusion and justice (DEIJ) into your conservation work – sharing your successes and seeking solutions to your challenges.

Keep It Colorado is joining efforts with CORE Conservation Consulting, led by Travis Custer of Montezuma Land Conservancy, and Olga González of O.G. Consulting and Cultivando, to offer a new round of learning and connection through a peer-centered network – the Colorado DEIJ Cohort. In 2023, Keep It Colorado and Land Trust Alliance partnered to create the Colorado DEIJ Cohort as a peer-learning experience especially designed for land trust board, leaders and staff and conservation partners working to advance DEIJ in their conservation work. This year, we're pleased to continue this offering as a way to continue, deepen and expand our work together!

The program aims to support the development of leaders who want to increase their awareness, skills and confidence in leading DEIJ and community-centered conservation. We'll provide multiple ways to connect and learn with others, including dialogue, peer learning, coaching, and network building. In alignment with goals of the "Community-centered Conservation & Diversity, Equity, Inclusion and Justice (DEIJ)" pillar of *Conserving Colorado: A 10-year Roadmap for the Future of Private Land Conservation*, this work also exemplifies the coalition's desire and readiness to take meaningful action toward *authentically engaging diverse perspectives and experiences in conservation, so we can conserve more land and deliver more direct benefits to more people.*

### 2024 Focus: Projects!

We've designed the 2024 program based on input and feedback about individual and organizational needs, provided by participants in 2023. Participants expressed strong interest in exploring tangible, concrete ways to bring this work back into their organizations; accessing practical tools and resources; and continuing peer-learning, connection and networking. To that end, a large part of our program will be around identifying and exploring **projects** each team will pursue. Projects might be as small as creating a strategy for speaking with board members about cultural differences, or as large as launching a community engagement program. There will be lots of flexibility to make your project what it needs to be for your organization.

### Timing and Next Steps

The 2024 cohort will initiate in February – and new members are welcome! **We ask all cohort participants, existing and new, to complete a short questionnaire.**

**Learn more about the program components and eligibility below, and apply by March 31.**

### Eligibility

The Colorado DEIJ Cohort will be open to teams of two representing a land trust's leadership who are empowered to lead change within the organization or through partnerships, including executive

directors, senior leaders and board members. Executive directors are highly encouraged to apply. We also welcome and encourage teams consisting of a senior staff person and a board member. This peer-to-peer group t acknowledges that everyone has something to learn and something to teach.

To be a part of the cohort, we ask that you commit to actively participate and meet these criteria:

- Your organization is a member of Keep It Colorado, operating in Colorado.
- You are dedicated to advancing DEIJ in your organization.
- You have the support of your supervisor and executive director to participate.
- You commit to participating in one 1-1 summer check-in with the consultants and Keep It Colorado staff.

### **Program elements**

We expect that participation in this program will require a 6- to 8-hour time commitment for cohort circle calls and 1-1s, in addition to the in-person gatherings described below, and your internal time to work on your projects. *If you have questions about the time commitment, please call us.*

Several opportunities are *optional* – we hope you will take advantage!

- **Monthly DEIJ Cohort Circle Calls**, virtual, 2<sup>nd</sup> Thursdays, January-October (optional)
  - Stay connected with your peers, share ideas and trouble-shoot
  - Attend learning sessions
- **DEIJ Open House**, virtual, Feb. 8 (during regularly scheduled cohort circle) (optional)
  - Hear details about what's coming in 2024 and get access to the cohort application
- **Relearning the History of Land Conservation**, virtual 3-part series, April 11 and 18 + May 2 (optional), organized by Land Trust Alliance and facilitated by Jasmine Williams of Parson Williams Group
  - Systems mapping and communities
  - Learning Black land history, focus on CO
  - Action planning and resources
- **Keep It Colorado DEIJ Cohort Convening, Glenwood Springs**, May 7 (required)
  - Re-establish cohort connections
  - Welcome new cohort members
  - Showcase projects/progress
  - Engage in group and individual work to identify and select projects
- **Keep It Colorado Spring Summit, Glenwood Springs**, May 8-10 (optional)
  - Strategies for community engagement | May 9 | Travis Custer and Olga González
- **1-1 Summer Check-ins** (required)
  - Check in with the consultants and Keep It Colorado once during the summer months, scheduled at a mutually convenient time, plus additional time as requested by participants. These check-ins are an opportunity to proactively support the project work while making learning actionable, providing accountability and further activating our collective capacity.
- **DEIJ Cohort Retreat, in-person at a TBD location**, October (required)
  - This three-day, two-night in-person retreat will focus on connecting learning to actionable strategies, building relationships and action planning in a peer-learning setting.
  - Please stay tuned for details. Facilitation, food and lodging will be provided.
- **Additional connections and resources**

- o **DEIJ portal page:** Dedicated page on the Keep It Colorado member portal for DEIJ resources and cohort information. [View it here.](#)
- o **DEIJ Cohort Forum:** Online discussion forum to ask questions and share ideas and share resources – as well as just stay connected. [Chat here!](#)
- o **DEIJ Cohort directory:** Find contact info for your cohort colleagues. [View the directory here.](#) (Click on “DEIJ Cohort Circle” in the Group Participation window.)

### **Cost**

There is no registration fee to participate in this cohort. Lodging will be covered for May 7 and, upon request, for May 6. Food at the cohort convening and Spring Summit will also be provided.

Participants are expected to cover the cost of transportation to the event. We do not want cost to be a barrier for anyone. We’re attempting to raise scholarship funds and travel stipends to help ensure full participation – see Linda Lidov or Hannah George for details!

### **Join the cohort**

If you’re interested in renewing your existing participation OR joining the cohort, please fill out our [brief questionnaire](#). Please contact Linda Lidov at [linda@keepitco.org](mailto:linda@keepitco.org) with questions!

*In partnership with*



**Travis Custer**

**CORE Conservation Consulting and Montezuma Land Conservancy**

**Olga González**

**O.G. Consulting and Cultivando**

**Jasmine Williams**

**Parson Williams Group**

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