Appendix IX

Acknowledgments

TNC's Global Indigenous Peoples and Local Communities Team and Global Diversity, Equity and Inclusion Team led the development of this Guide, with support from TNC's Global Legal Team. TNC staff and partners from around the world contributed to the content. The first draft was piloted for 18 months with TNC teams and partners in Brazil, Indonesia and Nature United/Emerald Edge. Lessons learned from the pilots and subsequent reviews improved the Guide significantly.

The Nature Conservancy is sincerely grateful to all who contributed to the development of this Guide and would like to express special thanks to: Eduardo Barnes, Michelle Beistle, Ivar Busatto (Operação Amazônia Nativa), Ruth Castro, Laurel Chun, Rane Cortez, Luis Davalos, Eric Delvin, Nicole DeMello, Maria Estrada, TNC's Ethics and Compliance Office, Edenise Garcia, Gathering Voices Society (led by William Nikolakis, with Ngaio Hotte and Alanna Spence), David Hinchley, Claire Hutton, Connor Lee, Craig Leisher, Hilda Lionata, Michael Looker, Erin Myers Madeira, Allison Martin, Adrienne McKeehan (Conservation International), Susi Menazza, Patricia Mupeta-Muyamwa, Jessica Musengezi, Crystal Nelson, Karen Oliveira, Aaron Marr Page (Forum Nobis), Michael Painter (Wildlife Conservation Society), Katherine Pflaumer, Luke Preece, James Puerini, Kleber Santos (Coordenação das Organizações Indígenas da Amazônia Brasileira), Rosita Scarborough, Randi Shaw, Helcio Marcelo de Souza, Ian Thompson, Steven Victor, Kristin Walker (Conservation International), Joenia Wapichana (Attorney), David Wilkie (Wildlife Conservation Society), Johnny Wilson, Heather Wishik and TNC's Women in Nature Employee Resource Group.

This Guide was made possible by the generous support of an anonymous donor and Roger and Margot Milliken.

Nature United is the Canadian affiliate of the world's largest conservation organization.

Building on three decades of conservation in Canada, Nature United is working towards a Canada where people and nature are united, and ecosystems, communities and economies are thriving.

Our organization builds partnerships with Indigenous and local communities, governments, industries and other groups to define new pathways towards a sustainable future; to advance reconciliation; and to conserve nature, the foundation of all life on Earth. And with the backing of the world's largest conservation organization, we bring the best global science, innovation and resources to Canada.

natureunited.ca

