



RAVEN Strategic Plan



2026-2029

Photo by Jamie-Leigh Gonzales
Taken on Dolphin Island, Gitxaala Territory

raventrust.com

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Photo by Jamie-Leigh Gonzales
Taken on Cowichan Tribes Territory

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LAND ACKNOWLEDGEMENT

RAVEN is a team made up of Indigenous and settler staff based out of our office on the unceded territories of the Lək̓ʷəŋən (Songhees and X̱w̱sepsəm/Esquimalt) and W̱SÁNEĆ Peoples. RAVEN’s work supports Indigenous communities across so called Canada.

RAVEN IS

ENVIRONMENTAL JUSTICE: POWERED BY YOU

Indigenous Peoples in Canada have some of the most powerful environmental rights in the world. But only if they can afford to uphold them in court — that's where RAVEN comes in.

WHO WE ARE

In 2009, RAVEN (Respecting Aboriginal Values and Environmental Needs) was founded with a goal to change the legal system from the inside out — the RAVEN staff and Board believes in a future where we see Indigenous rights upheld across the country. RAVEN's work is done through fundraising for Indigenous-led litigation and educational advocacy. As an organization, we do our best to embody the teachings of the northwest coast trickster bird, raven, since we carry its name. Tricksters are usually characters who will take on jobs that no one else will, often facilitating change or transformation, much like our hope to transform the colonial legal landscape to include Indigenous laws and ways of being.

Read more about RAVEN's work to date at raventrust.com/about-us/annual-reports





Photo by Karissa Chandrakate
Grassy Narrows First Nation community members
marching to the Ontario Legislative Building

VISION

A future grounded in Indigenous laws and legal orders, where lands and waters thrive and all peoples live in just and reciprocal relationship.

MISSION

RAVEN raises and stewards supporter funds to support Indigenous Nations in advancing self-determination through Indigenous-led litigation that protects their lands and waters.

HOW WE WORK

- Indigenous Nations lead their legal strategies; RAVEN mobilizes financial and public support through a nation-centred partnership approach so legal actions proceed on Nations' terms.
- We build informed public support through communications and education that deepen understanding of Indigenous laws and legal orders.
- We focus our resources where we can responsibly and sustainably add value, aligning partnerships and campaigns with our mission, capacity, and commitment to Indigenous leadership.
- We do not provide legal advice, direct funding to individuals (e.g., bursaries or grants), or lead Nations' legal strategies, and we are a non-partisan organization.

OUR VALUES

RAVEN'S WORK IS GUIDED BY THE FOLLOWING:

RECIPROCITY

We build relationships with Indigenous Nations, donors, and partners based on mutual respect, shared benefit, and non-extractive practice.

CULTURAL SAFETY

We honour the authority, autonomy, and protocols of Indigenous Nations and work to ensure our actions, communications, and relationships uphold Indigenous leadership with care and respect.

INTEGRITY

We act in alignment with our mission and commitments, communicating honestly about our role and maintaining trust through transparency and consistency.

SUSTAINABILITY

We pursue our work in ways that are responsible, capacity-aware, and grounded in long-term relationships, ensuring impact does not come at the expense of people or principles.

RESPECT

We engage with Indigenous Nations, communities, and supporters with professionalism, humility, and care, honouring Indigenous laws, lands, waters, and ways of being.

ACCOUNTABILITY

We are accountable to the Nations we partner with and to our broader community of supporters through transparency, stewardship, and responsible action.





Photo by Karissa Chandrakate
Taken on Lək'əḡən Territory

RAVEN

Strategic Plan 2026-2029

STRATEGIC PRIORITIES

IMPACT, GROWTH, INFLUENCE, SUSTAINABILITY

IMPACT

We will advance Indigenous-led environmental justice through effective campaigns, partnerships, and programs that create meaningful and lasting change.

Focus Areas:

- Support High-Impact Indigenous-Led Legal Challenges: we will strategically support legal action that protect lands and waters and advance Indigenous rights and self-determination.
- Prioritize Nation Partnerships: we will deepen partnerships guided by Nation priorities and grounded in respect, reciprocity, and long-term relationships, while collaborating with aligned civil society partners to strengthen impact.
- Define and Communicate the Campaign Lifecycle: we will establish and communicate a clear campaign lifecycle that guides intake, assessment, support, and transition processes.
- Communicate and Learn from Campaign Outcomes: we will document, share, and learn from campaign outcomes to strengthen movement impact and public understanding.

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This strategic plan is about deepening our commitment to Indigenous-led justice and building the conditions for Indigenous Nations to exercise their rights, protect their lands and waters, and shape their own futures. Through Impact, Growth, Influence, and Sustainability, RAVEN is stepping into its next chapter with greater clarity and ambition. We are growing our capacity, expanding solidarity, shifting narratives, and building the long-term resources needed to stand alongside Indigenous Nations for generations to come. This is more than a plan for RAVEN. It is a commitment to the future we are building together.

— Emily Cabrera
Executive Director, RAVEN

GROWTH

We will mobilize diverse and values-aligned philanthropy to sustain and expand Indigenous-led environmental justice.

Focus Areas:

- **Build a Strong and Resilient Major Gifts Program:** we will cultivate relationships with major donors and develop a strategic major gifts program that inspires significant and sustained philanthropic investment in Indigenous-led environmental justice.
- **Expand Foundation and Institutional Partnerships:** we will deepen partnerships with foundations and institutions nationally and globally that share a commitment to Indigenous sovereignty, land protection, and environmental justice.
- **Grow Community and Legacy Giving:** we will expand grassroots fundraising and planned giving programs to strengthen long-term financial sustainability.
- **Mobilize Values-Aligned Wealth and Strategic Investment:** we will establish and steward a values-aligned fund to ensure enduring, intergenerational support for RAVEN's mission, strengthening long-term sustainability and organizational resilience.

INFLUENCE

We will elevate Indigenous leadership in environmental justice and strengthen our national voice to shift public understanding and sector practice.

Focus Areas:

- **Strengthen RAVEN's National Visibility and Leadership:** we will build our national profile as a trusted leader in Indigenous-led environmental justice.
- **Advance Strategic Communications and Storytelling:** we will expand national reach and audience engagement by sharing powerful stories that highlight Indigenous leadership, campaign impact, and environmental protection.
- **Shift Public Narratives:** We will develop and share accessible, values-driven educational content, such as podcasts and Home on Native Land series, to build public understanding of Indigenous rights, environmental justice, and the climate crisis, and the interconnected systems that drive them.
- **Engage and Influence the Philanthropic and Environmental Sectors:** we will engage sector partners and aligned civil society organizations to advance Indigenous-led approaches to environmental advocacy and climate action, strengthen movement alignment, and mobilize values-aligned philanthropy.

SUSTAINABILITY

We will build the internal capacity, systems, and financial stability required to operate responsibly and effectively over the long term.

Focus Areas:

- Support a Thriving and Sustainable Team: we will center staff well-being, sustainable workloads, and leadership development to build a resilient and supported team.
- Align Governance and Leadership for Long-Term Stability: we will strengthen governance practices, board alignment, and leadership structures to support effective oversight and decision-making.
- Ensure Financial and Operational Resilience: we will maintain strong financial management, reserves, and responsible budgeting to support long-term organizational stability.
- Strengthen Organizational Systems and Infrastructure: we will invest in operational systems, tools, and processes that support efficient, accountable, and sustainable work.

Thank you to Oodenaw: Urban Indigenous Consulting Cooperative for guiding the RAVEN team through the creation of this 2026-2029 Strategic Plan.



Photo by Jamie-Leigh Gonzales
Taken in front of the B.C. Legislative Buildings
Ləkʷəḷəḷən Territory