



**Indigenous Conservation Council (ICC)
Strategic Plan: 2024-2026
Approved April 16, 2024**

Our Vision: Tribal nations in the Chesapeake region are leading repatriation efforts of ancestral landscapes in ways that support the care, repair, and Indigenous connections needed to protect cultural heritage for future generations.

Our Mission: To build the capacity of tribal nations to repatriate and care for their lands in a manner that reinforces sovereignty and self-determination.

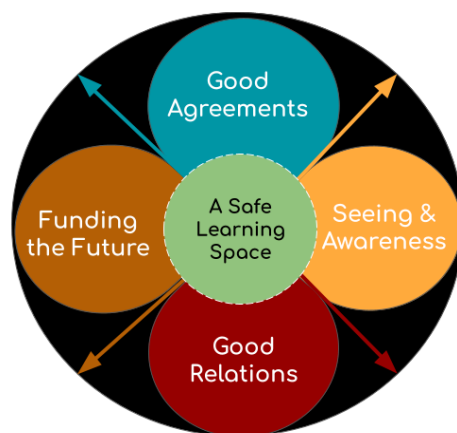
Our Principles: The ICC is a place for learning and development of shared approaches and resources that support Indigenous-led repatriation. We operate with Free, Prior, and Informed Consent (FCIP) at the heart of our work. We build partnerships to tackle shared challenges for the benefit of our members. We uphold the importance of sovereignty of tribal nations in our approach.

Our Strategic Plan is focused on building a safe place for ICC members and partners to learn and grow, share information, and increase tribal capacity needed to foster long-term repatriation work.

Our geographic focus for the first three years will be centered on providing capacity and support to federally-recognized tribes in Virginia.

We will do this in the following ways:

- 1) **GOOD AGREEMENTS:** Enhance the use of and support for sovereignty-led solutions for repatriation.
- 2) **SEEING & AWARENESS:** Boost the capability of tribal nations to harness their sovereignty to sense and protect ancestral landscapes from emerging threats.
- 3) **GOOD RELATIONS:** Develop leadership, training, and partnerships to protect and care for ancestral lands.
- 4) **FUNDING THE FUTURE:** Create the flexible resources, both funding and non-extractive financing, needed to repatriate ancestral landscapes.



The ICC will develop the capacity to support ICC members across these four areas of impact and develop an operational plan to ensure transparency, trust, and reliable engagement.

Our three-year strategic plan will support the following actions:

GOOD AGREEMENTS

- Provide capacity to ICC tribal nation members to identify and protect sacred sites.
- Develop a menu of options for sovereignty-based approaches and provide assistance and training to help tribal leadership, staff, and citizens increase protection and access to their ancestral lands.
- Expand partnerships with native partners, federal, state, and non-native organizations on ancestral lands to increase the success of repatriation efforts and meaningful consultation.
- Celebrate ICC member repatriation efforts to enhance awareness of the impact of Indigenous-led approaches to protect ancestral lands.

SEEING & AWARENESS

- Develop and implement data sovereignty protection policies, needed GIS data infrastructure, and provide technical assistance to tribal leadership and staff to use data to protect Indigenous Knowledge and cultural resources.
- Design and deploy an interoperable geospatial system, Birds Eye, that can help tribal staff understand, respond, and share information at their discretion on threats to ancestral lands to support collaborative action.
- Support tribal members with policy analysis and knowledge including industrial development and climate impacts that threaten wildlife, water, and cultural resources.
- Amplify awareness of threats to ancestral lands to build public support for protecting sacred sites and ancestral lands.

GOOD RELATIONS

- Support the ICC Board in speaking up and out on issues of importance regarding land repatriation and sovereignty.
- Facilitate learning and training opportunities for tribal leadership, staff, and citizens to enhance repatriation leadership on their ancestral lands.
- Build relationships with other intertribal groups, native-led organizations, and networks to share best practices in repatriation, Indigenous Knowledge and guardianship for ancestral landscapes.
- Develop the ICC as a sustainable organization with effective governance, staffing, and operational policies to support ICC tribal nation members.

FUNDING THE FUTURE

- Develop and build the Runapewek (Peoples) Fund, a dedicated fund controlled and directed by the ICC Board, to provide long-term flexible funding and/or accept donations of land to support repatriation efforts.
- Support tribal staff with technical assistance on grant proposals to repatriate ancestral lands.
- Explore and share non-extractive financing tools and partnerships that can be used to rapidly protect and care for sacred sites and ancestral landscapes.
- Support ICC members in working with partners to advocate for the creation of federal and state funding that can support land repatriation.