



GREVY'S ZEBRA  
TRUST



**STRATEGIC PLAN**

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**Acknowledgements:**

Maliasili, Saint Louis Zoo, Wildlife Conservation Network, World Women Work.

# EXECUTIVE SUMMARY

The Grevy's Zebra Trust (GZT) is the only organisation solely dedicated to conserving the endangered Grevy's zebra, found predominantly in the arid and semi-arid rangelands of central and northern Kenya.

GZT recognises that solutions for Grevy's zebra must also benefit indigenous pastoralist communities that coexist with the species. As such, GZT takes a holistic, community-centered approach which contributes to local, national and global agendas.

The world and the landscapes we work in are changing rapidly, and GZT is adapting and responding. While we recognise that we work in an environment with immense challenges, we are reassured by our results so far and we are confident that our work over the next five years will scale and deepen our impact, moving us towards our vision of sustainable coexistence where connected landscapes and healthy rangelands support indigenous people and Grevy's zebra to thrive.

## Vision

A growing Grevy's zebra population coexists with thriving, peaceful communities across healthy, connected rangelands.



## Mission

To conserve and grow the Grevy's zebra population in Northern Kenya.



## Goals

### VALUING GREVY'S

Ownership of Grevy's zebra conservation is embedded within indigenous and local communities.



### UNDERSTANDING GREVY'S

Action is informed by accurate information on Grevy's zebra populations.



### SUPPORTING GREVY'S SURVIVAL

Immediate threats to Grevy's zebra are mitigated.



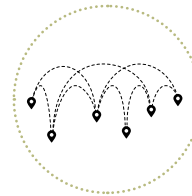
### REGENERATING RANGELANDS

Healthy rangelands support people, livestock, and Grevy's zebra.



### CONNECTING LANDSCAPES

Community and Grevy's zebra needs are integrated into land use planning.



## Our Dictionary

**Community:** Indigenous pastoralists and agro-pastoralists that live on and manage community land in Samburu, Isiolo, Marsabit and Laikipia counties.

**Community demographics:** (Male) elders, women, warriors/youth, children.

**Community conservancy:** A community-based organisation that supports the mixed-use management of their land, which explicitly considers wildlife and livelihoods.

**Elbarta Conservation Council (ECC):** Elders, women and warriors engaged from Turkana and Samburu communities to champion peace and conservation and support the Grevy's Zebra Ambassadors in El Barta region.

**Grevy's Zebra Scouts:** Women and men employed part-time from the local community in the Wamba region to monitor Grevy's zebra and engage communities. >70% of GZT's scouts are women.

**Grevy's Zebra Ambassadors:** Men employed full-time from the local community in El Barta region who have specialized security training. They monitor and protect Grevy's zebra and engage partners and communities in conservation and peace advocacy activities.

**Grevy's Zebra Warriors:** Morans (warrior status) employed from the local community in Laisamis region to monitor Grevy's zebra and the resources it depends on and engage communities.

**Grassland Champions:** Women and junior elders employed from the local community in Wamba and Laisamis regions to lead land restoration activities and support the implementation of grazing plans.

**Holistic Land and Livestock Management (HLLM):** HLLM is a community-driven holistic grazing approach, treating the land at the zonal level as one grazing unit with virtual grazing blocks. Herders use low-stress techniques to bunch and move livestock through grazing blocks for regenerative grazing. Strategically placed bomas help recover bare ground by enriching the soil with livestock impact. Continuous monitoring allows for adaptive management of the grazing plan.

**Rangelands:** Arid or semi-arid landscapes predominantly characterized by grasses, forbs, or shrubs and which are suitable for grazing and browsing by domestic livestock or wild animals.

**Village Based Committee (VBC):** Small group of elders, women, youth and conservancy officials who are community-selected after engagement with a village by GZT on Holistic Land and Livestock Management. They take forward grazing and land use plans as part of improving rangeland health around the village on a voluntary basis.

# CONTEXT

Only 3,000 of the world's remaining wild Grevy's zebras are left in the arid landscapes of Kenya and Ethiopia; over 90% of these are found in northern Kenya. The major threats to the species include land degradation (which becomes acutely exacerbated during drought periods), a reduction of water sources and restricted access to water, habitat conversion and loss (including large-scale infrastructure development and uncontrolled settlement expansion), poaching and disease.

Despite these challenges, the Grevy's zebra's future is not yet defined, and recent positive developments offer hope for the species. Grevy's zebra are recognized by key international biodiversity governing bodies as endangered, which provides the highest level of protection against illegal trading. Census results showed the population had stabilized in recent years, and populations have increased in areas of range expansion such as Laikipia County. Interventions to support Grevy's zebra survival have also been extremely successful and despite the recent multi-year drought experienced in East Africa, mortality remained low.

For the population to continue its recovery, the ecological integrity and health of northern Kenya's rangelands is critical, and since this landscape supports and is home to diverse pastoral communities, the fate of the Grevy's zebra is intimately tied to local human societies.

Recognizing this reality, the Grevy's Zebra Trust (GZT) was founded in 2007 with a mission to conserve the Grevy's zebra, and is the only organisation solely dedicated to the conservation of this species. GZT works to halt the decline of the Grevy's zebra by addressing the most direct threats to its survival. The majority of GZT's work has been oriented towards finding ways for people and wildlife to coexist in the rangelands of northern Kenya, the region where the future of the species will largely be determined.

## Grevy's Zebra

The endangered Grevy's zebra is distinguished by its large fuzzy ears, fine intricate stripes, gleaming white belly, soft brown muzzle, and a charcoal dorsal stripe bordered by a white space at the rump.

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# Grevy's Zebra Trust

## KEY HIGHLIGHTS

1970s	<ul style="list-style-type: none"> <li>Grevy's zebra population rapidly declines from 15,000 to 3,000 today.</li> </ul>
2003	<ul style="list-style-type: none"> <li>Grevy's Zebra Scout Program started by Lewa Wildlife Conservancy, Saint Louis Zoo and Princeton University, showing the value of citizen science and community land for conserving Grevy's zebra.</li> </ul>
2007	<ul style="list-style-type: none"> <li>GZT is founded with support from AZA institutions, the most significant being the Saint Louis Zoo.</li> <li>GZT adopts the Grevy's Zebra Scout program.</li> <li>Grevy's Zebra Ambassador program is established in the remote region of El Barta, engaging both the Turkana and Samburu communities.</li> </ul>
2008	<ul style="list-style-type: none"> <li>GZT is a lead partner with KWS on developing and launching Kenya's first Conservation &amp; Management Strategy for Grevy's Zebra (2007-2011).</li> </ul>
2009	<ul style="list-style-type: none"> <li>Rikapo Lentiyoo wins the Disney Conservation Hero award.</li> <li>First supplementary feeding intervention is implemented.</li> </ul>
2010	<ul style="list-style-type: none"> <li>Holistic planned grazing program starts in Westgate Conservancy.</li> <li>Community engagement expands through employment of more Scouts and Ambassadors providing monitoring and protection of, and advocacy for, Grevy's zebra.</li> </ul>
2012	<ul style="list-style-type: none"> <li>GZT receives Top Honours for the 2012 AZA International Conservation Award together with 27 AZA institutions.</li> </ul>

2013	<ul style="list-style-type: none"> <li>GZT becomes a partner of Wildlife Conservation Network, broadening GZT's network and reach, and offering new levels of technical support.</li> <li>Grevy's Zebra Warrior Program starts with Samburu and Rendille warriors in Laisamis region, significantly expanding GZT's conservation footprint in this critical habitat for Grevy's zebra.</li> <li>Peter Lalampaa graduates with an MSc in Conservation Biology from the Durrell Institute of Conservation &amp; Ecology, University of Kent, UK.</li> </ul>
2013	<ul style="list-style-type: none"> <li>Peter Lalampaa wins the Disney Conservation Hero Award.</li> </ul>
2014	<ul style="list-style-type: none"> <li>El Barta Conservation Council established to bring the Turkana and Samburu together to build peace in the region.</li> <li>GZT expands its supplementary feeding program to support Grevy's zebra survival during drought.</li> </ul>
2015	<ul style="list-style-type: none"> <li>GZT's field operations camp is established in Westgate Conservancy.</li> <li>Conservation conflict transformation training course is developed and rolled out across the team.</li> <li>Sand dam is built in Laisamis River to serve community and wildlife needs.</li> <li>The Nkirreten Project (reusable sanitary pads) begins, providing menstrual health solutions to women and girls in Samburu.</li> </ul>
2016	<ul style="list-style-type: none"> <li>First Great Grevy's Rally is held to collect data on Grevy's zebra population numbers across northern Kenya.</li> </ul>

2019

- New strategic plan (2019-2021) is developed with Maliasli.

2018

- Second Great Grevy's Rally is held.
- Kenya's updated "Recovery and Action Plan for Grevy's Zebra (2017-2026)" is launched by KWS.
- Joint Biodiversity and Infrastructure program is started with Ewaso Lions to lead advocacy and mitigation efforts on infrastructure development in northern Kenya.
- Northern Kenya Vet Unit starts with KWS, Save The Elephants and Ewaso Lions.

2017

- Supplementary feeding is provided due to prolonged and severe drought, enabling the survival of significant numbers of Grevy's zebra.
- Andrew Letura wins the Houston Wildlife Warrior Award.
- Ngeeti Lempate, GZT's longest-serving scout is the only woman in Africa to win the 2017 Disney Conservation Hero Award.
- First ever "We Are One" peace festival is held bringing together Turkana and Samburu communities in El Barta.
- Grevy's Zebra Ambassadors and Warriors transition to digital data collection using SMART.

- GZT enters a revised partnership with Northern Rangelands Trust on holistic rangelands management in Westgate Conservancy.
- 'Lkirammat Nkujit' or Grass Guardians Club is piloted with herder and school-going children in Westgate Conservancy.

2022

- Belinda Low Mackey receives the 2022 Saint Louis Zoo Conservation Award.

2021

- Rangelands monitoring strategy is developed.
- Grassland Champions program begins in Laisamis region.
- Connectivity study is undertaken using Grevy's zebra movement data, showing that if no mitigation measures are put in place to minimize the impact of linear infrastructure, the future of Grevy's zebra will be significantly threatened.

2020

- First voluntary land restoration work is undertaken, led by women, and a new women Grassland Champions program launched.
- County Integrated Development Plan (CIDP) analysis and alignment to GZT's strategy is conducted and presented to Samburu County.
- GZT's program impact models are developed.

- Lokichar Lamu Crude Oil Pipeline (LLCOP) is rerouted around a critical Grevy's zebra breeding hotspot in Meibae Conservancy.

- GZT starts a new community engagement model, working with voluntary village-based committees and facilitating visioning of the future with communities – this marks a transition to authentic community ownership of regenerating rangelands at the village level, setting the foundation for scaling impact.

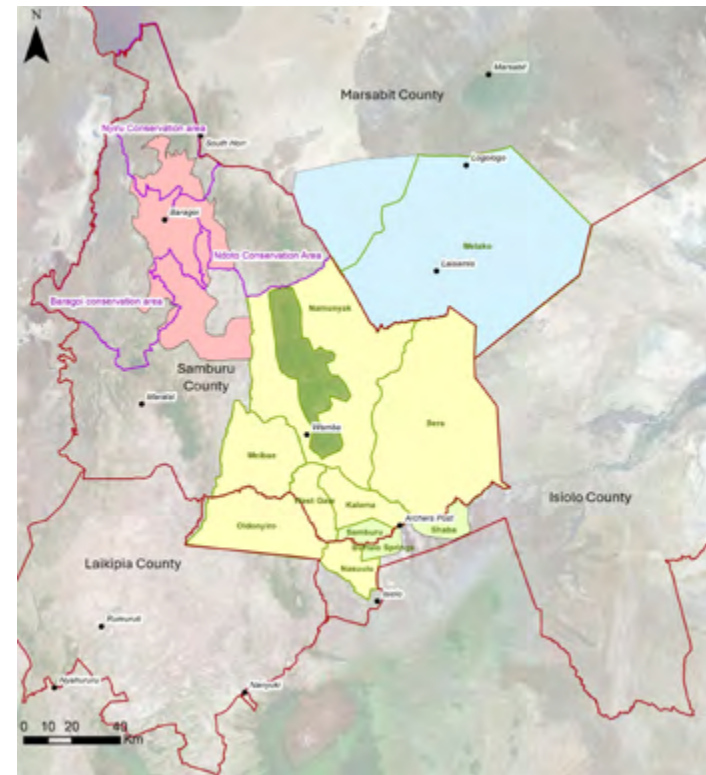


GZT works with three ethnic groups: the Samburu, Turkana and Rendille. Our area of operation is currently 10,000 km<sup>2</sup> with a human population of approximately 146,000. As part of our new strategy, we plan to expand our footprint to include Laikipia County.



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## AREA OF OPERATION



- ▶ Counties
- ▶ County Conservancies
- ▶ NRT Conservancies
- ▶ Mathews Range
- ▶ National Reserves
- ▶ Wamba Region
- ▶ El Barta Region
- ▶ Laisamis Region

# SITUATIONAL ANALYSIS

## UNDERSTANDING OUR CONTEXT



## Challenges

### **LAND DEGRADATION**

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Land degradation is the single greatest threat facing Grevy's zebra. Exacerbated by the effects of climate change, the result is a reduction in the quality and amount of rangeland grasses and other vegetation, increasing competition for already limited and scarce resources and threatening Grevy's zebra survival. Grevy's zebra compete for these scarce resources with livestock, a growing human population and complex political, social and economic factors that pressure land and resources, causing more rangeland and ecosystem degradation in Northern Kenya.

### **INFRASTRUCTURE DEVELOPMENT, LAND USE CHANGE AND INVASIVE SPECIES**

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As part of national and county economic priorities, the construction of large-scale linear infrastructure, planned urban settlements and the expansion of ongoing water, energy and power projects will be implemented. Projects include the construction of Isiolo resort city and Lamu Port–Southern Sudan–Ethiopia Transport (LAPSSET) Corridor, which continue to pose threats to critical habitat used by wildlife and livestock. Due to climate change, pastoralists, livestock and wildlife are needing to move at increasing intervals to access water and pasture. Habitat health, which relies on ecosystem connectivity, is also needed to mitigate the impacts of flooding and drought. Broad corridors and large connectivity zones are therefore foundational to climate change adaptation. Linear infrastructure such as roads, railways and fences, together with mushrooming and unplanned urban settlement are creating impermeable barriers for wildlife to move across. New infrastructure is also playing a role in seed dispersal of invasive species in the area, such as *Prosopis juliflora* which also threaten the integrity of the ecosystem.

## **GROWING INSECURITY**

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Natural resource conflicts are a growing source of insecurity resulting from increased demand for pasture and water for livestock. The scarcity of pasture, especially during droughts, leads to sometimes deadly conflict between resident communities and migrating herders searching for pasture and water, which makes operating in the landscape a challenge, especially as herders are usually armed. At times Grevy's zebra become victims of gunfire exchange between groups in conflict.

## **HUMAN-WILDLIFE CONFLICT AND POACHING**

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As rangeland resources continue to decline, wildlife and livestock are forced into smaller areas of viable habitat. This can lead to displacement of Grevy's zebra by livestock from these critical habitat areas, and opportunistic hunting of wildlife for subsistence meat can increase. Increased possession of illegal weapons facilitates poaching since large numbers of Grevy's zebra live and graze outside formally protected areas. Poaching for commercial bushmeat is emerging as a new and extremely concerning threat in Isiolo County.

## **INCREASING DISEASE RISK**

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Grevy's zebra share grazing land with livestock, putting Grevy's zebra at risk of being exposed to cross infection with diseases from unvaccinated livestock and vice versa. Due to land degradation and climate change, the temperature in northern Kenya is increasing, leading to ever-increasing threats of disease outbreaks.



# Opportunities

## **INCREASED AWARENESS AND INTEREST IN CONSERVATION**

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With growing awareness and interest in conservation in the landscape, GZT's efforts to recover the Grevy's zebra are continually getting more support. More stakeholders are ready to engage with and support GZT's work. Critical to this is support from the communities, traditional leaders, national and county governments, private conservancies in Laikipia and the international community. Stakeholder engagement has offered GZT access to technical support, protection, extended funding avenues, and working as a consortium to achieve outcomes at a landscape level. Despite increased pressure on the rangelands, GZT acknowledges the efforts of traditional leaders and has established strong relationships with leaders in support of conservation that works for people, livestock and wildlife.

## **COUNTY GOVERNMENT SUPPORT**

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The devolvement of the Government of Kenya from national to county governments has shifted the power of developing policies and implementing projects to the local level and closer to communities. Improving accountability for natural resource management, governance and public service delivery creates an opportunity for GZT to work closely and in partnership with county governments to promote policies that support not only the Grevy's zebra but also restore the entire landscape.

## **CLIMATE FINANCING**

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Direct linkages between the GZT mission and the global agenda, such as building climate resilience in northern Kenya, have facilitated climate financing to improve rangelands for the mutual benefit of livestock and wildlife. In turn, these investments improve livelihoods and relationships between GZT and communities.

## **SCALING INNOVATION THROUGH PARTNERSHIP**

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With increasing threats in the landscape, there are opportunities for GZT to scale its innovative work through partnership to achieve more impact. Increased visibility will mean that more stakeholders in the landscape understand GZT's work and are interested in collaborating with GZT on its strategic goals, especially improving rangeland health and management, and securing connectivity between critical habitats, to achieve landscape-level outcomes.





## Organisational Strengths

### **GZT'S STRONG COMMUNITY NETWORK AND ENGAGEMENT**

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GZT's diverse team is drawn from the communities in its area of operation. This supports GZT to deepen community connection and efficiency in monitoring and collecting data through citizen science approaches. This has created a strong base fostered by positive relationships between communities and GZT, increasing community ownership and responsibility for conservation action.

### **TECHNICAL EXPERTISE IN GREVY'S ZEBRA MANAGEMENT AND REGENERATING RANGELANDS**

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GZT has developed extensive knowledge of Grevy's zebra and its management from long-term monitoring, indigenous expertise and constantly refining practical interventions such as supplementary feeding and water management. GZT is uniquely positioned to understand Grevy's zebra needs, and the interventions required to enhance their survival.

GZT has been intentional in building the knowledge and ability of its team to effectively train community participants in Holistic Land and Livestock Management. Together with communities at the village and conservancy levels, GZT has slowly been developing a strong evidence base for rangelands best-practice.

### **PASSIONATE AND RESULTS-ORIENTED TEAM**

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GZT harnesses the experiences and skills of a great team who work diligently to achieve GZT's mission and targets.

### **WORKING RELATIONSHIPS WITH GOVERNMENT**

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GZT enjoys good working relationships and collaborations with various government institutions and departments at the county and national levels. This relationship has increased GZT's participation in government structures that are concerned with both Grevy's zebra and landscape conservation and development initiatives and provides opportunities for GZT to influence policies and decisions.



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## Organisational Challenges

### **EVIDENCE OF CHANGE**

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As GZT's programs have matured, we have increased our efforts to understand the effects of our interventions. GZT believes in evidence-based decision making and values good data informing adaptive programmatic implementation. In particular, given that we operate in a complex wildlife-human system, GZT requires support to develop a social monitoring framework to track the social outcomes from our conservation interventions.

### **GROWING THE GZT BRAND**

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GZT has not been as successful in growing our external communication efforts at the same pace as our programmatic efforts. As a result, we recognize that stakeholders external to our system are not as engaged and informed about our work as we would like them to be to support our growing ambitions. We recognize the need and opportunity to utilize our strong reputation locally to grow an authentic brand nationally and internationally.

### **GROWING PAINS**

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Our team has increased by 32% and our organisational budget has doubled compared to when we embarked on our last strategic plan in 2019. This growth is a marker of our success. It has enabled us to accomplish so much more. However, with growth comes challenging team management, and organisational structure changes that will continue to require us to invest time and effort to maintain the well-being of our team, their families, and the communities we deeply care for. In addition, with GZT's increased budget, we are looking to secure multi-year funding to ensure the continued stability of our programs which will enable us to achieve our mission.

# STRATEGIC FRAMEWORK

**Vision:** A growing Grevy's zebra population coexists with thriving, peaceful communities across healthy, connected rangelands.

**Mission:** To conserve and grow the Grevy's zebra population in Northern Kenya.

## Values



### **INTEGRITY**

We do what's right.



### **CREATIVITY**

We innovate, learn, and improve.



### **PASSION**

We love Grevy's zebra and our work.



### **HOLISTIC MINDSET**

We see everything as connected.



### **TEAMWORK**

We are better together.



### **RESULTS FOCUSED**

We deliver impact.



## Examples of how we live our values

Our team of Grevy's Zebra Warriors works in Laisamis, one of the hottest and most arid regions of northern Kenya. One of the greatest challenges this Grevy's zebra population faces is access to scarce water resources. To address this, our warriors worked with the Tirgamo community, to negotiate water access for Grevy's zebra to the village borehole. The community then decided to register Grevy's zebra as legitimate water users of their borehole. Grevy's zebra are now recognized members of the Tirgamo Water Resource Users Association (WRUA) and their needs are incorporated into the management of water use at Tirgamo borehole every time the WRUA meets.

Nothing demonstrates our values more clearly than in the face of adversity. During the recent devastating drought of East Africa, our team worked together tirelessly to help as many Grevy's zebra survive as possible through supplementary feeding. At times it felt like we had created a makeshift field hospital for weak animals where they were administered IV drips by a KWS vet intern. We also reached out to equine experts to develop a safe method of deworming wild Grevy's zebra. Thanks to the passion, creativity, teamwork and results focus of our teams, more than 90% of the Grevy's zebra we were feeding survived the drought.

In making decisions, we always ask ourselves "Is this the right thing to do? Does it align with our integrity?" If the answer is no, we know that it is not the right decision, and we must make a different choice.

## Value Proposition

Grevy's Zebra Trust is the only organisation in the world with a mission focused solely on recovering the Grevy's zebra and its habitat in Kenya. We work in remote landscapes, protecting Grevy's zebra and its critical habitat, and we use socially inclusive approaches to land restoration. We embrace community institutions and traditional knowledge systems because we believe the best solutions for Grevy's zebra come from a deep, local understanding of the landscape. We harness the strong values, skills and experience found within our passionate and innovative team, with most of our members being part of the local communities that coexist with Grevy's zebra. We believe that our expertise and network can catalyse new approaches to community driven conservation, and we work with a wide range of actors at community, county, national and international levels to develop practices and solutions that provide sustainable and positive conservation and livelihood outcomes for Grevy's zebra and communities to thrive.



# Theory of Change

## ULTIMATE IMPACT

A growing Grevy's Zebra population coexists with thriving peaceful communities across healthy rangelands

## OUTCOMES

Healthy growing populations of Grevy's Zebra

Connected landscapes for communities and Grevy's Zebra

Sustainable coexistence

Healthy rangelands benefiting people and wildlife

## GOALS

Connecting Landscapes

Regenerating Landscapes

Supporting Grevy's Survival

Understanding Grevy's

Valuing Grevy's

## APPROACH

Community-centred

Knowledge-centred

Integrity

Passion

Results Focused

Creativity

Teamwork

Holistic Mindset

## VALUES

## Approach

**Human-Wildlife Systems:** Solutions for Grevy's zebra must be solutions for people.

**Indigenous Systems and Knowledge:** Communities in Northern Kenya have the institutions, knowledge and traditional systems in place, and our role is to help communities unlock their own solutions.

**Inclusion and Integration:** Most of our diverse team is drawn from the indigenous people and local communities making us an integral part of them. In our approach we intentionally include all demographics to ensure that marginalized voices are heard, and their contributions integrated into collective action, resulting in genuine ownership by all.

## Goals

**Valuing Grevy's:** ownership of Grevy's zebra conservation is embedded within indigenous and local communities.

**Understanding Grevy's:** action is informed by accurate information on Grevy's zebra populations.

**Supporting Grevy's Survival:** immediate threats to Grevy's zebra are mitigated.

**Regenerating Rangelands:** healthy rangelands support people, livestock, and Grevy's zebra.

**Connecting Landscapes:** community and Grevy's zebra needs are integrated into land use planning.

## Goal 1: Valuing Grevy's

### OBJECTIVE 1.1

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To amplify the sense of intrinsic and extrinsic value that communities feel for Grevy's zebra.

### OBJECTIVE 1.2

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To enhance the ability of women to communicate the value of Grevy's zebra to communities and conserve the species and its habitat.

### OBJECTIVE 1.3

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To create value for Grevy's zebra and its habitat across the youth demographic.

### OBJECTIVE 1.4

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To create value for Grevy's zebra by enhancing community livelihoods through nature-based enterprises.



Ownership of Grevy's zebra conservation is embedded within indigenous and local communities.



Action is informed by accurate information on Grevy's zebra populations.

## Goal 2: Understanding Grevy's

### **OBJECTIVE 2.1**

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To ensure that all Grevy's zebra conservation interventions are informed by accurate and current scientific data and analysis.

### **OBJECTIVE 2.2**

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To ensure that indigenous knowledge is actively applied across all GZT's strategic goals.

### **OBJECTIVE 2.3**

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To increase national and global awareness of and advocacy for Grevy's zebra by drawing on indigenous and scientific knowledge.

## Goal 3: Supporting Grevy's survival

### **OBJECTIVE 3.1**

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To increase Grevy's zebra survival during environmental and climatic anomalies.

### **OBJECTIVE 3.2**

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To minimize Grevy's zebra mortalities from disease, injury, vehicle collision and poaching.

### **OBJECTIVE 3.3**

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To improve access to resources for Grevy's zebra for sustainable coexistence.



Immediate threats to Grevy's zebra are mitigated.



Healthy rangelands support people, livestock, and Grevy's zebra.

## Goal 4: Regenerating Rangelands

### **OBJECTIVE 4.1**

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To improve rangeland health markers across Holistic Land and Livestock Management (HLLM) and restoration sites.

### **OBJECTIVE 4.2**

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To strengthen partnerships with county, conservancies, private sector, communities, and donors for expansion of HLLM.

## Goal 5: Connecting Landscapes

### **OBJECTIVE 5.1**

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To increase the permeability of transport infrastructure to allow for Grevy's zebra and livestock movement.

### **OBJECTIVE 5.2**

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To reduce the impacts of land subdivision, development and fencing across Grevy's zebra corridors and hotspots.

### **OBJECTIVE 5.3**

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To improve planning of water infrastructure and urban settlement.



Community and Grevy's zebra needs are integrated into land use planning.



# IMPLEMENTATION PRIORITIES

## **GROWING GZT**

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A major focus for our growth strategy is increasing our organisational capacity and resilience to scale our goals, measure our impact and increase our organisational sustainability. We will achieve this through:

- Growing our team to meet our progressive goals and mission.
- Developing an organisational succession plan to ensure leadership continuity for the organisation, build structured pathways between leaders to facilitate future leadership transitions and focus on career development for individual team members.

## **TEAM WELLBEING**

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GZT recognizes that wellbeing is a critical foundation for its team to perform well and be resilient. In addition to offering a competitive benefits package, GZT will prioritize creating psychological safety throughout the organisation to ensure that team members feel safe to show up as their authentic selves, where they have purpose through self-determination, and feel included, heard and valued.

## **FINANCING**

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GZT will develop a three-year budget and corresponding fundraising strategy to ensure that we have multi-year funding secured to achieve our mission.

## **DROUGHT**

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As drought in Northern Kenya is becoming more frequent, GZT will aim to establish a drought relief reserve with a minimum balance of \$100,000 to enable us to immediately respond to future drought events. The communities surrounding the areas where Grevy's zebra exist are also at risk, and together with other partners, we will engage in initiatives tailored towards supporting their wellbeing.

# THE GLOBAL AGENDA

Grevy's Zebra Trust's strategy for conserving Grevy's zebra in northern Kenya aligns with and advances multiple global and national environmental priorities



## **CLIMATE CHANGE**

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GZT's work on regenerating rangelands and community resilience contributes to climate change adaptation and mitigation, supporting Kenya's Nationally Determined Contributions to the Paris Agreement addressing land degradation neutrality, Nature-Based Solutions, and REDD+ activities.

## **BIODIVERSITY CONSERVATION**

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GZT's mission aligns with Kenya's National Biodiversity Strategic Action Plan and the Kunming-Montreal Global Biodiversity Framework's goals to halt human-induced extinctions and promote species recovery.

## **INDIGENOUS PEOPLES AND LOCAL COMMUNITIES INCLUSION**

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GZT integrates indigenous knowledge into conservation, supporting global agendas on indigenous rights and environmental stewardship, including the IUCN resolution on institutional inclusion of indigenous peoples.

## **ECOSYSTEM RESTORATION**

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GZT's rangeland regeneration efforts support the UN Decade of Ecosystem Restoration (2021-2030) and Sustainable Development Goals (SDGs) aimed at preventing and reversing ecosystem degradation.


GZT contributes to SDG 13 (Climate Action), SDG 15 (Life on Land), SDG 16 (Peace and Justice), and SDG 17 (Partnerships) through its work on climate resilience, biodiversity, peace-building and multi-stakeholder collaboration.



**Support Grevy's Zebra Trust**

**Online:** [grevyszebratrust.org/donate](https://grevyszebratrust.org/donate)

**Mpesa:** Paybill 542542 Account number 09071

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