

Vision2030 ENGO Impact Profiles

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Wildlife Conservation Society Canada



Okechukwu Ezibe
Manager of Human Resources

The [Wildlife Conservation Society Canada](#) (WSC Canada) saves wildlife and wild places in Canada through science, conservation action, and by inspiring people to value nature. WSC Canada blends on-the-ground scientific research and policy action to help protect wildlife.

Okechukwu Ezibe is the Manager of Human Resources at WSC Canada. He is also the co-chair of the WSC Canada's Diversity, Equity, Inclusion, Justice and Accessibility (DEIJA) team. His responsibilities include developing and implementing HR strategy and policies, change management initiatives and supporting enhancements to organizational culture. Okechukwu has participated in multiple Vision2030 workshops including Intergenerational Workplaces, Disability Inclusion Lab, and JEDI

Foundations Lab.

Okechukwu was interested in the Vision2030 offerings as he is consistently looking for ways to move beyond intention and into meaningful, sustained action. The workshops offered an opportunity to deepen his own understanding and WSC Canada's approach to equity, diversity, inclusion, justice, and accessibility in a way that is structured, practical, and grounded in the realities of the environmental sector.

Okechukwu appreciated the opportunity to reflect alongside others in similar roles created space for honest conversations about challenges and trade-offs. The practical tools and peer learning helped him to think more critically about how policies, hiring practices, and internal processes can unintentionally reinforce inequities—and what it looks like to address those in a realistic, operational way. The idea that equity work is ongoing and iterative, not something that can be 'completed', and the importance of systems and structures that actively mitigate bias, has stayed with him. The emphasis on listening, continuous learning, and balancing intent with impact remains highly relevant in his day-to-day work.

The opportunity for reflection and honest dialogue challenged him to think beyond compliance-based approaches and focus more intentionally on creating equitable systems and

experiences for employees. Professionally, it reinforced the importance of embedding equity considerations into organizational decision-making rather than treating them as standalone initiatives. It encouraged him to examine his own assumptions and leadership approach in a more intentional way.

As co-chair of WCS Canada's DEIJA team, Okechukwu has also been able to apply these learnings by supporting conversations, initiatives, and organizational practices that encourage ongoing reflection, learning, and inclusion across the organization. This learning has informed recruitment practices, including more structured screening approaches and consideration of providing interview questions in advance. WSC Canada has revisited internal policies and practices including inclusive language in job descriptions, revised onboarding processes, and created more intentional spaces for staff engagement through initiatives such as the Language Café and DEIJA-focused wellness sessions. These shifts are incremental, but they are helping embed equity more consistently into how WCS Canada operates. The Vision2030 programs helped reinforce the value of asking different questions, engaging diverse perspectives, and considering how decisions may affect employees with different experiences, perspectives and accessibility needs.

Advancing conservation work in a meaningful way requires acknowledging and addressing inequities, particularly in how decisions are made, whose voices are prioritized, and how benefits and burdens are distributed. Environmental issues do not impact all communities equally, and many environmental challenges have significant social and economic dimensions. Advancing environmental goals in a meaningful and sustainable way requires consideration of equity, access, inclusion, and fairness. The stronger the connection between environmental and social outcomes, the greater the potential for lasting impact.

WSC Canada has a clear commitment to developing and integrating diversity, equity, inclusion, justice and accessibility. There is buy-in from leadership and a clear commitment across the organization to fostering an inclusive workplace, and conversations around diversity, equity, and belonging have become more visible and intentional. Vision2030 has strengthened Okechukwu's ability to contribute to the ongoing integration of JEDI considerations into organizational processes, leadership practices, and employee experiences.