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# Diversity, Inclusion, & Sustainable Development in Ottawa

BIPOC FELLOW  
KED NEPTUNE



The Sustainable Capacity Foundation is honoured to award a \$10,000 grant to Sustainable Eastern Ontario (SEO) for their support of Black Indigenous Person of Colour (BIPOC) Fellow, Ked Neptune. Ked has considerable environmental leadership experience; his current role is Deputy Director at SEO, but also leads the Francophone National Capital Environmental Nonprofit Network (NCENN) hosted by SEO and the BIPOC Fellowship Roundtable. In addition, Ked works as an Eco Executive Director at a social enterprise, and namesake, Eco Executive Director that helps small-shop non-profit environmental organizations across Canada that need administrative support.

Before joining SEO in 2021, Ked spent more than 15 years working on climate change-related issues in his native country, Haiti. He has had many important roles within the environmental sector, like working directly for the Ministry of Environment. Most notably, Ked dedicated his energy to the United Nations Development Programme, specializing in reforestation and watershed management. His educational background is in Agronomic Engineering which developed his skills and enabled him to create projects that were beneficial to the community. An example of this leadership skill, is when Ked designed and led an initiative for an agroecological and tourist farm.

Ked believes the ties between the natural environment, sustainability, social wellness, and political governance are inextricable. In his own words, *"I think for me, talking about sustainability, is to have equality, economic, social and environmental equality that we hope to have and that everyone has a truly emancipated life in the—*

*—environment".* Ked championed the environment and equality in Haiti, but his political influence and candor were seen as a threat. While Canada is now his home, his journey here was a difficult decision made out of safety. Ked, fortunately, was quickly aligned with SEO, who was looking to hire someone experienced and with a lot of passion for the environment.

Ked has a global perspective which is extraordinarily valuable. He believes that understanding diverse individuals is critical to improving the carbon footprint of a country. Gaining a multitude of perspectives would enable leaders to achieve better decision-making, especially when critically examining issues through the lens of race, culture, and language.

Ked centres diversity in his everyday work, through communications and building partnerships. Ked and another BIPOC Fellow, Nasha, jointly created a Diversity and Sustainability Workshop to help leaders understand how diversity is integral and a key component of sustainability work. Ked understands that it is essential for the environmental movement to know how to manage diverse individuals and possess cultural intelligence to succeed in their goals.

Ked sees that, *"other people approach the term BIPOC Fellowship in a social sense, to see social inclusion, the inclusion of community of voices of ethnic minorities, to integrate or better, to permit them to engage their full civic and political rights. But, we others, we saw above the possibility to also integrate into the movement, in the sustainable development movement".* The Sustainable Capacity Foundation is proud to be a part of Ked's long standing leadership and sustainability career.