



2025

ANNUAL REPORT

Oct 2024 – Nov 2025

Equilibrium
RESEARCH

The year in review

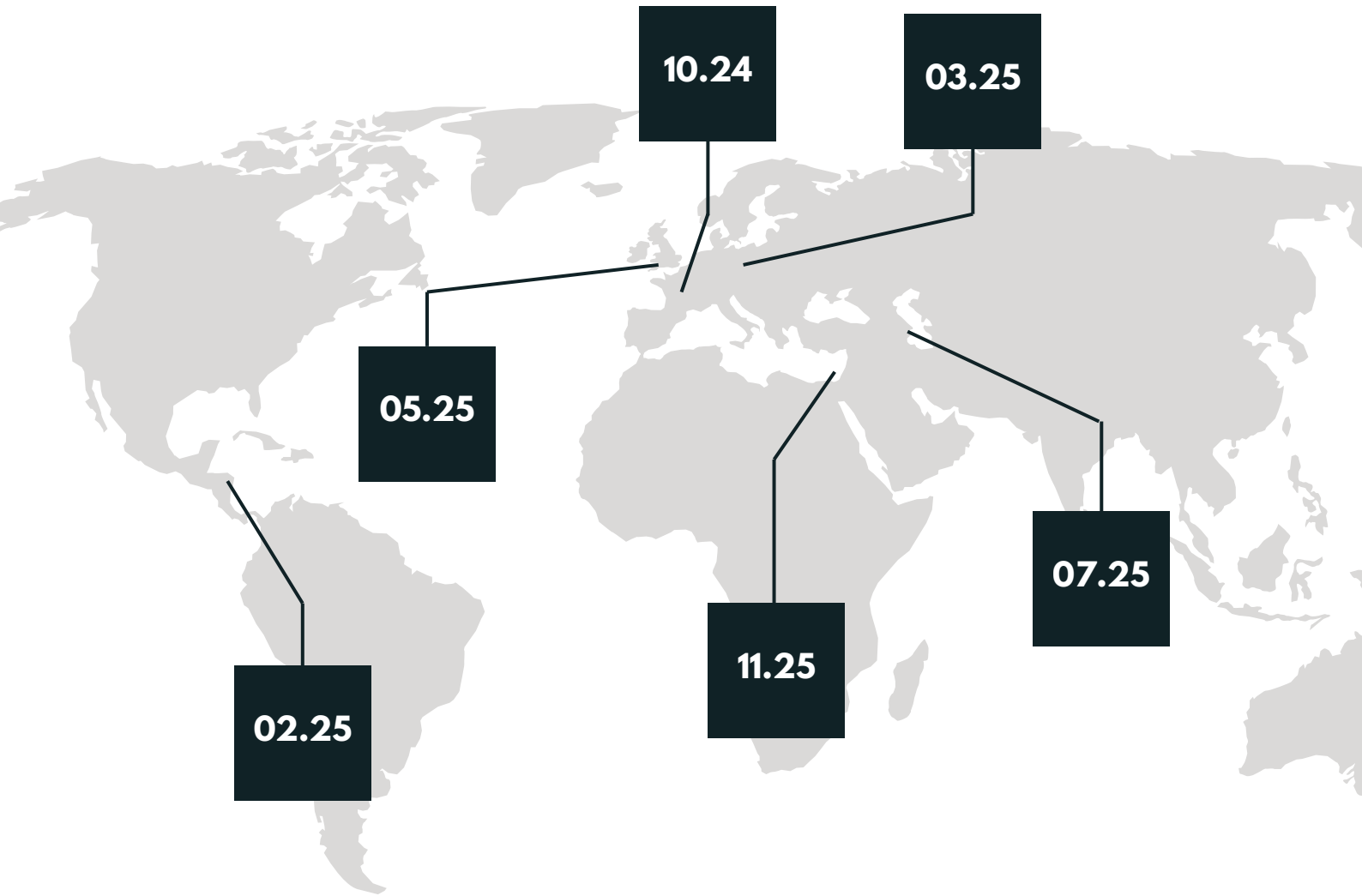
This past year was incredibly busy for us. We focused heavily on making global conservation ideas work on the ground. Instead of just staying at our desks, we looked at how international policies impact real forests, rivers, and communities. A major theme for us was balance. We spent a lot of time figuring out how to protect nature while fully respecting and supporting the people who live in and around these areas.



We focused on the practical side of conservation. This included looking closely at protected area governance systems, elevating the role of rangers, and bringing attention to forgotten biomes like inland waters and grasslands. We also tackled tricky questions about rights on the ground, looking at the clear difference between rightsholders and stakeholders in conservation decisions.



Our focus shifted directly to policy and finance tools that back up nature commitments. We dedicated significant effort to showing the economic, carbon, and climate adaptation value of grasslands and savannahs, ensuring they are integrated into global climate frameworks. At the same time, we zeroed in on creating practical monitoring toolkits for project managers, standardizing ranger workforce support worldwide, and building investable portfolios that can scale up landscape restoration.



On the Road



We travel when we need to gather real data and work directly with local teams. Here is where our projects took us during this reporting period:



Travel & Fieldwork



Hyères, France, Oct 25

Sue and Hannah traveled here to connect with the global ranger community at the World Ranger Congress.

Belize, Feb 25

We spent almost a month on an intense trip requested by the prime minister. We met with over 50 conservationists to review and improve Belize's protected area governance system.

Germany, Mar 25

Sue traveled here for the very first advisory board meeting of the LIFE PAME-Europe project, focusing on how Europe tracks biodiversity management.

London, UK, May 25

Hannah attended a ranger supporters workshop hosted by the Zoological Society of London.

Baku, Azerbaijan, Jul 25

Nigel traveled as an expert advisor to participate in a global conference focused on protecting threatened transhumant pastoralists within World Heritage sites.

Amman, Jordan, Nov 25

We completed a pre-Christmas trip to run a regional workshop with the IUCN Regional Office for West Asia (ROWA) to kick-start their OECM recognition process.

Global events

We joined several key global events to bring our field insights to big decision-making rooms:

- **10th World Ranger Congress, France:** We launched a major good practice guide on building trust between rangers and communities. We also took on the job of translating the congress declaration into the World Ranger Action Plan 2025-2030.
- **CBD COPI6, Colombia:** We collaborated with multiple partners to launch a new guide on protecting and managing inland water ecosystems.
- **UNCCD COPI6, Saudi Arabia:** Nigel attended this conference to support WWF and IUCN WCPA. He worked to get grasslands and savannahs better recognised in global climate and biodiversity plans.



- **SNAPP Project Workshop, UK:** Nigel attended this two-day workshop in Cambridge. The group modeled how expanding protected areas impacts local communities.
- **IUCN World Conservation Congress, Abu Dhabi:** Our team wrapped up the summer by participating in WCC. We hosted ten sessions, launched six new publications and tools, ran an art exhibition and interviewed ranger experts. Sue joined the IUCN publications board meeting, while Hannah attended the Universal Ranger Support Alliance steering committee and the new WCPA Illegal Wildlife Trade working group.



Shared Knowledge: Our Publications

Here is the un-cluttered list of the papers, guides, and reports we published or contributed to during this reporting window:

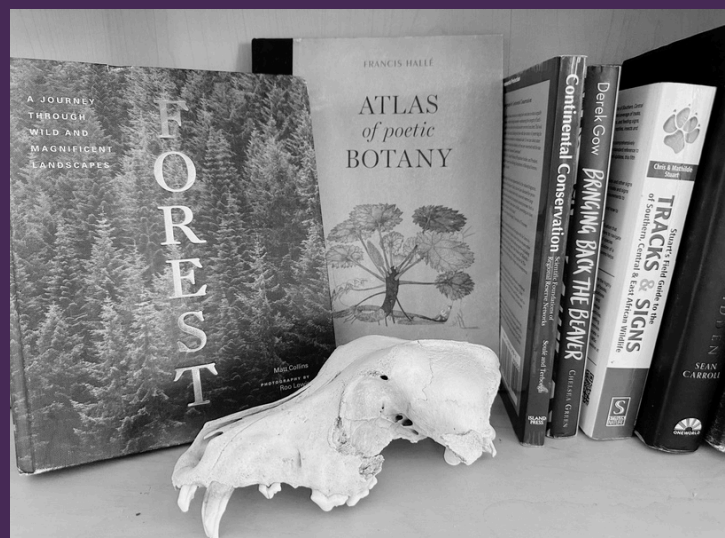


Broadscale conservation

- [Issues at stake at the COP16 to the Convention on Biological Diversity](#) – A study for the European Parliament checking national progress on global biodiversity goals.
- [Nature's Technicians](#); the amazing ways in which animals maintain our world – A report for WWF showing how wildlife keep our ecosystems working.
- [Grasslands, Savannas and Rangelands](#): A Call for Integrated Action Under the Rio Conventions – An issues paper explaining why these biomes need more attention from global conventions.
- [Biodiversity Monitoring Guide](#): A primer for selecting what and how to monitor – A practical, jargon-free guide helping non-specialist project managers build monitoring into planning.
- [Protecting the Overlooked Carbon Sink](#): A Policy Agenda for Grasslands – A policy brief produced for COP30 highlighting grassland root carbon storage.
- [From Roots to Riches](#): Priority policy and investment decisions for grasslands and savannas – A WWF report outlining a "Protect–Manage–Restore" framework to catalyze conservation funding for fragile grassland ecosystems.
- [Investing in Critical Systems](#): A guide to investing in nature at scale – A framework built with the Landscape Finance Lab to help deploy capital into large, high-impact landscape initiatives.
- [Other effective area-based conservation measures \(OECMs\)](#), for the conservation and wise use of wetlands – A briefing note assisting parties to the Convention on Wetlands in using OECMs to meet international biodiversity targets.

Protected and Conserved Areas

- Protected and conserved areas are irreplaceable tools for meeting linked targets on biodiversity and climate – A technical note on cost-effective options for governments.
- WILD 12 and the 10th IRF World Ranger Congress: Two Congresses but shared messages – An essay looking at how Indigenous Peoples and rangers stand together on the conservation frontline.
- Designing and managing protected and conserved areas to support inland water ecosystems and biodiversity – A guide detailing solutions to save inland waters.
- International Progress in Protected Area Policy and Practice during 2024 – A journal article tracking global 30x30 targets.
- Ten years of the Asia Protected Areas Partnership - An impact report assessing a decade of APAP activities, built directly from a comprehensive survey of 20 member nations.
- Wildlife's contributions to people: considerations for protected and conserved area managers and systems managers – A journal article in PARKS examining how to map and manage wildlife's role in carbon cycling, pollination, seed dispersal and more.
- User's manual for the Jo-METT – A localized manual guiding managers on how to use Jordan's Management Effectiveness Tracking Tool, which integrates climate change and gender criteria.
- CA|TS Manual Version 3.0 – An updated accreditation and standards manual for Tiger Conservation Areas, marking the transition to the International Big Cat Alliance (IBCA) secretariat.
- World Ranger Action Plan 2030 (WRAP30) – A landmark global plan setting out 107 actions to professionalize the workforce, deliver fair working conditions, and improve career pathways for rangers globally.



Society and Environment

- Rightsholders and stakeholders: Decision-making over land and water – A discussion paper exploring who should get a say in natural resource negotiations.
- Conservation in turbulent times: Holding the line – A brief look at how conservation can keep moving forward even during wars and political shifts.
- Fifty shades of sustainability? A new five-dimensional framework for assessing sustainability of wild species use – A paper introducing a 42-principle framework that incorporates human and animal welfare into traditional ecological and economic sustainability models.
- Conservation in troubled times – An editorial in Oryx suggesting proactive strategies for environmental professionals to challenge post-truth politics and rebuild public support.

Equilibrium-Advised Publications

Our team also lent our expertise as strategic advisers on the following institutional publications:

- TNC Practice Standards for Debt Conversion (Nature Bonds) – Actionable guidance for structuring sovereign debt conversions to fund permanent, legally backed conservation.
- IUCN WCPA Technical Note on Monitoring Ecosystem Restoration – A guide on adopting adaptive, participatory data practices to fix technical challenges in restoration zones.
- Ramsar Global Wetland Outlook 2025 – A key report framing wetland loss against the massive economic and climate value these ecosystems leverage when properly financed.



Our Growing Community: Newsletter Metrics

We love sharing our updates through our newsletters. Evaluating our historical campaign data helps us understand how our reach changes with each publication.

In this period we published:

- Our Spring 2025 Newsletter
- Our Autumn 2025 Newsletter
- A Happy 2025 Newsletter
- A World Conservation Congress Call Out

To subscribe to our future newsletters click the link:

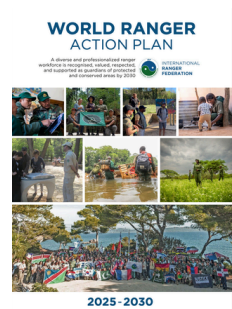
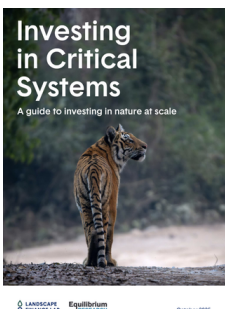
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