

Report on the Implementation & Build Out of the Guardianship Program in the Northeast Superior

Prepared for: Northeast Superior Regional Chiefs' Forum

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This report is completed by Ecotrust Canada, a proud partner of the NSRCF and newly formed Wahkohtowin Development General Partnership Ltd., who has been working in the region to design and implement a conservation economy agenda for the past five years.

Introduction: What is a Guardian Program?

Why Guardians?

What do they do?

Where do they operate across Canada?

How did the NSRCF Guardian Program start?

Why Guardians?

First Nations in Canada have always been intentional about their interest in governing ancestral traditional territories in ways that safeguard the health of ecosystems and provide economic benefits to adjacent communities for the current generation and for generations to come.

This enduring objective has been challenging since first contact with Europeans. The making of contracts and treaties, together with the making of wars, and the designing of assimilation programs have conspired to enable European economic activity and settlement to establish on the land and sea, often without due consideration to First Nations interests, and rarely with a view to co-creation on the land.

While the types of Aboriginal rights in Canada may vary, the reason for Aboriginal rights does not. Aboriginal people have these rights because they existed in Canada before Europeans arrived here (in the case of First Nations people) or before Europeans took control of Métis territories (in the case of the Métis).

In recent years, through court and civil actions it is now widely recognized that wherever the Crown (either federal or provincial) is making a decision which might have the effect of infringing an Aboriginal or treaty right the Crown is obligated to consult with the rights holder and if a right would be infringed, in Canada the Crown cannot proceed without accommodation and justification. The Crown is expected to proceed in a way that creates the least infringement necessary, and it is potentially subject to provide compensation for any loss suffered as the result of such infringement.

It is in this context that the Guardian and Watchmen programs are born and thrive. With the intention of bringing Aboriginal culture, stewardship, traditional knowledge, and activity monitoring into their traditional territories, the size and focus of the programs vary considerably across Canada, but the benefits both on the land and in the communities accruing from these programs is very evident.

As stated by the Coastal Guardian Watchmen in British Columbia, "As First Nations we govern our ancestral traditional territories and safeguard the health of our ecosystems. We are the Guardians and Watchmen of our territories. We are men and women carrying forward the work of our ancestors to manage and respect our lands and waters through our traditional laws to ensure a vibrant future for generations to come. We work with our neighbouring Nations to create a united and collective presence within our territories. From the Central Coast to the North Coast and Haida Gwaii, we are working together to monitor, protect and restore the cultural and natural resources in our territories."

Who are the Guardians?

Guardians and Watchmen are all the people who monitor and protect the lands and waters on their territory to ensure a vibrant future for generations to come. Guardians and Watchmen may have titles such as resource technicians, fisheries guardians, park rangers, community watchmen, or conservation officers. They may be elders or youth who volunteer their services, or they may be paid professionals. In some circumstances, Guardians receive formal training for their position. Each Nation has a unique approach to monitoring and stewarding their respective territory. All Nations are interested in empowering and strengthening their Guardian and Watchmen programs.

A green callout box with a decorative top and bottom edge, containing the text "Guardians are the eyes and ears on the territory".

Guardians are the
eyes and ears on
the territory

Range of Activity

The Guardian and Watchmen programs vary considerably in terms of the focus of their efforts. This differentiation is the result of a number of factors including: where funding comes from; how each Nation has prioritized their concerns; what the goals are for the program (eg. stewardship, employment, youth engagement, compliance monitoring); and the maturity or age of the program.

Examples of the types of activity undertaken by Guardians and Watchmen include:

- Gathering data on the ecological health and wellbeing of ancestral traditional territories;
- Compiling and sharing data gathered in order to inform decision-making in ancestral territories;
- Compliance and enforcement (on behalf of federal or provincial agencies);
- Monitoring the activity of resource users;
- Community outreach and education regarding the protection of cultural and natural resources; and
- Working with federal and provincial government (through management agreements that respect the title and rights of First Nations) to ensure coordinated and robust monitoring and enforcement throughout territories.

Guardians may have a narrow or broad scope of responsibilities and functions – depending on skills, resources, and needs. They may be volunteers, seasonal staff, or permanent staff.

Why are These Programs Important?

As the original stewards of their territories, First Nations are responsible for governing and managing their lands and waters. First Nations have the authority and responsibility under traditional laws to protect important wildlife species, food sources, and significant cultural resources. With government cut-backs and increasing pressures on natural resources, there has never been a more important time to strengthen Guardian and Watchmen programs. The Indigenous Leadership Initiative is working towards establishing a National Network of Guardians and Watchmen in order to build a framework for core funding, youth mentorship and training. See attached briefing for more information.

Guardian programs offer value and benefits to communities as well as other stakeholders. The diagrams below were shared as part of the National Indigenous Guardians Gathering in Ottawa Ontario, October

2016, and taken from a report done by Social Ventures Australia of an analysis of the current and future value of Indigenous Guardian work in Canada. It can be accessed here: <https://drive.google.com/file/d/0Bx317Gs2V43iRGF1MjJ5NUJib1E/view>

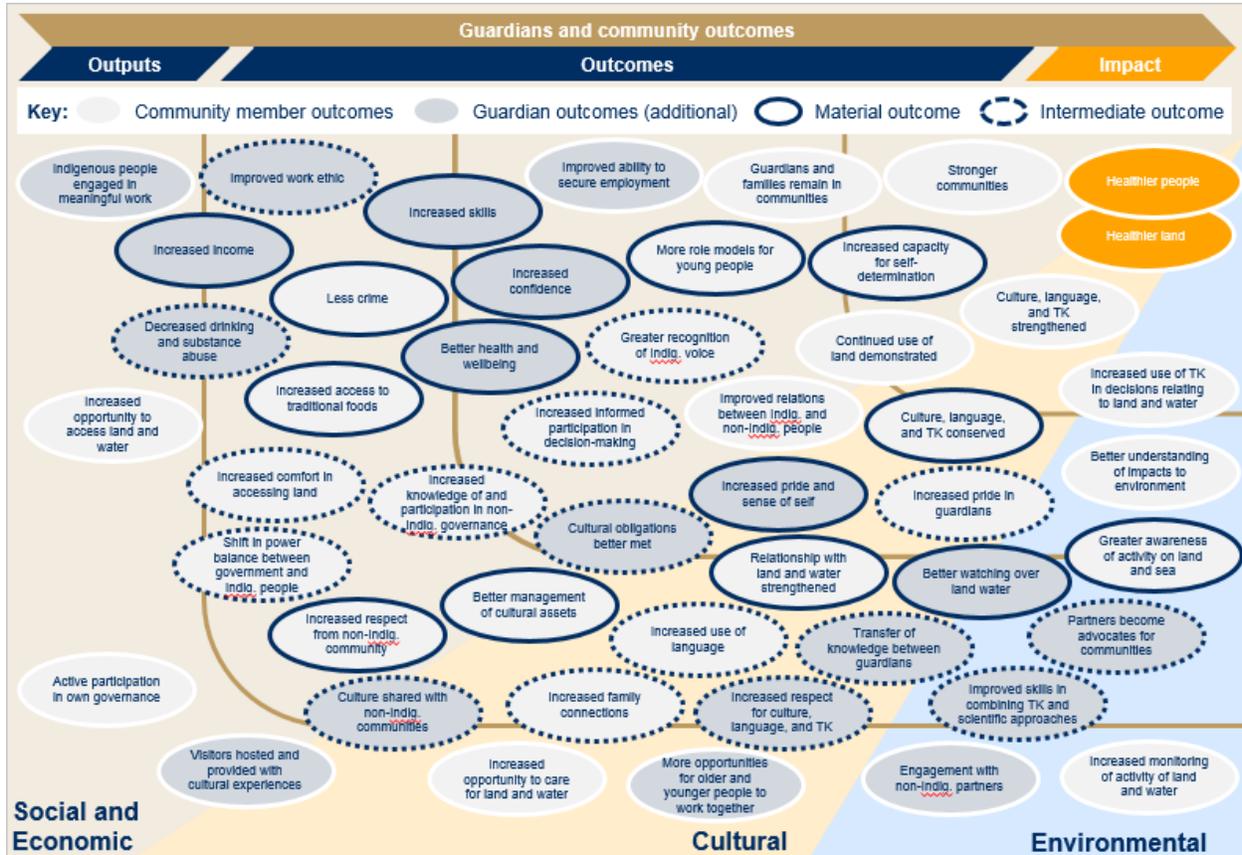


Fig 1 Potential outcomes of Guardian programs on Guardians and communities

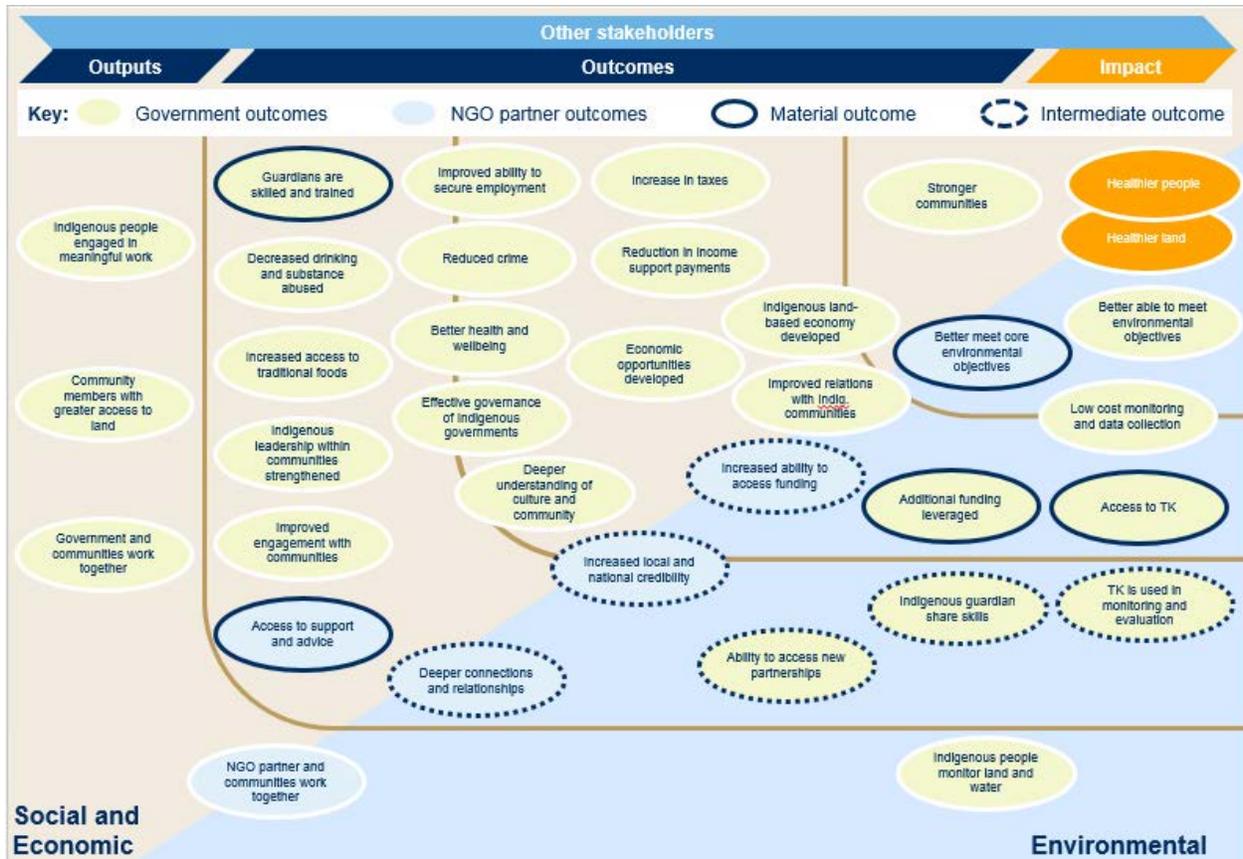
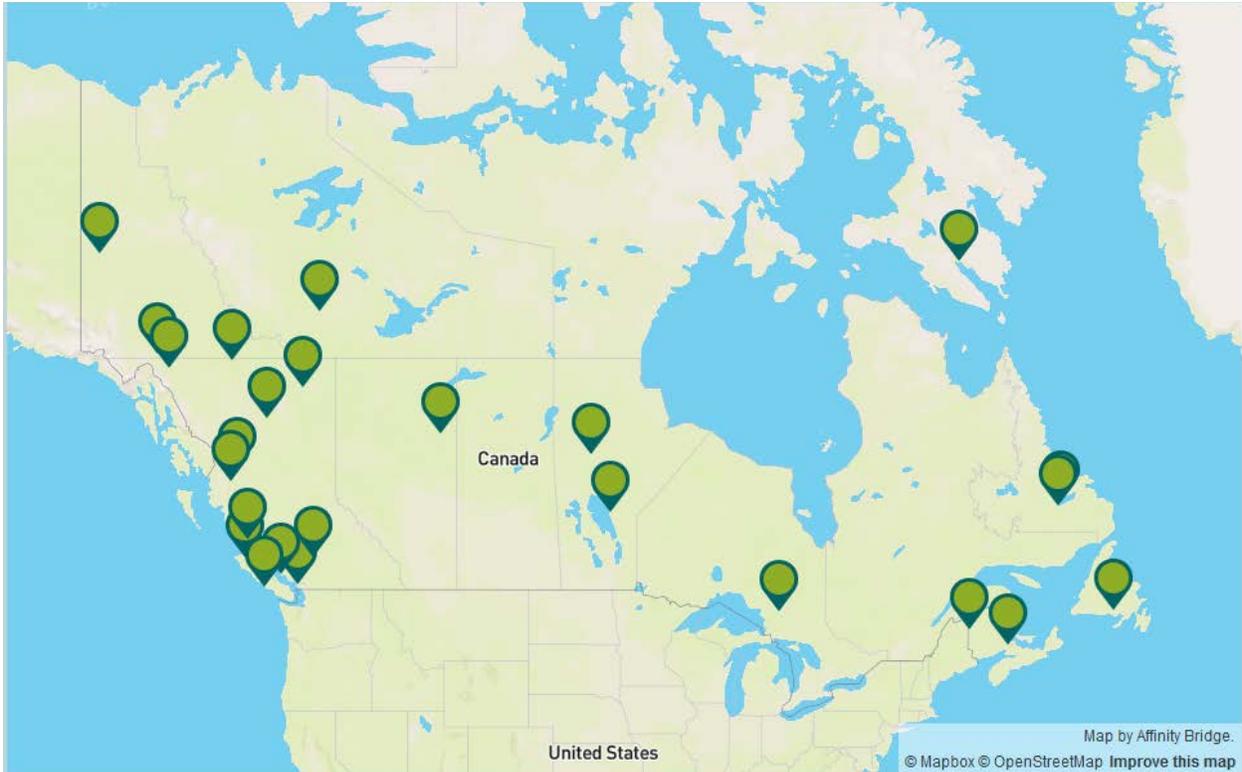


Fig 2 Potential outcomes of Guardian programs for other stakeholders

Where do these programs exist?

Guardian and Watchmen programs exist across Canada, and in their recent incarnations, been established from one year to over twenty years.

42 Indigenous communities across Canada have Guardian programs – and that number is growing.



Map of select Indigenous Guardian Programs across Canada, updated to March 31st 2017
<http://www.indigenousguardianstoolkit.ca/about#map-of-programs>



The Northeast Superior Regional Chiefs' Forum Guardian Program

The Northeast Superior Regional Chiefs' Forum (NSRCF) Guardian Program came to fruition because of the Vision, guidance, and efforts of the NSRCF Elders' Council and Chiefs' Forum, and with financial commitments from Natural Resources Canada, Tembec, and other partners in the region. Guardians assert the rightful place of Nations throughout the Chapleau Crown Game Preserve, and monitor the health and wellbeing of the territory.

The program was informed by the communities who were a part of the NSRCF, and continued community input is key in building the program into the future. Over the past five years, the following communities have been involved in the program in varying capacities, from having Guardians to participating on the Elders Council, to sharing input at workshops and open houses.

- Brunswick House First Nation
- Chapleau Cree First Nation
- Michipicoten First Nation
- Missanabie Cree First Nation

2015 was the first year that Guardians were collecting data on the land, and the primary objective of the data collection was to ground-truth the maps and information compiled previously as part of the analysis on whether a birch syrup business would be possible in the Northeast Superior Region. Specifically, the Guardians would visit sites where potential birch stands existed and assess species composition and abundance, evaluate access, and identify potential tree health concerns. See map in Appendix for the areas covered.

The data collection was just one part of the Guardian program, and came after years of visioning and planning. It has since been followed with an evaluation by all participations, workshops to identify partnerships and best practices for the future, the strengthening of collaboration between industry, NSRCF, and government agencies, and Guardians on the land once more to test the feasibility of a birch syrup enterprise. A timeline with program highlights is included below.

We have learned a lot from past experiences, other programs, and community input. This report charts the path forward with two components:

Part 1: Implementation Plan

Part 2: Strategy for Human Resources

NSRCF Guardian Program

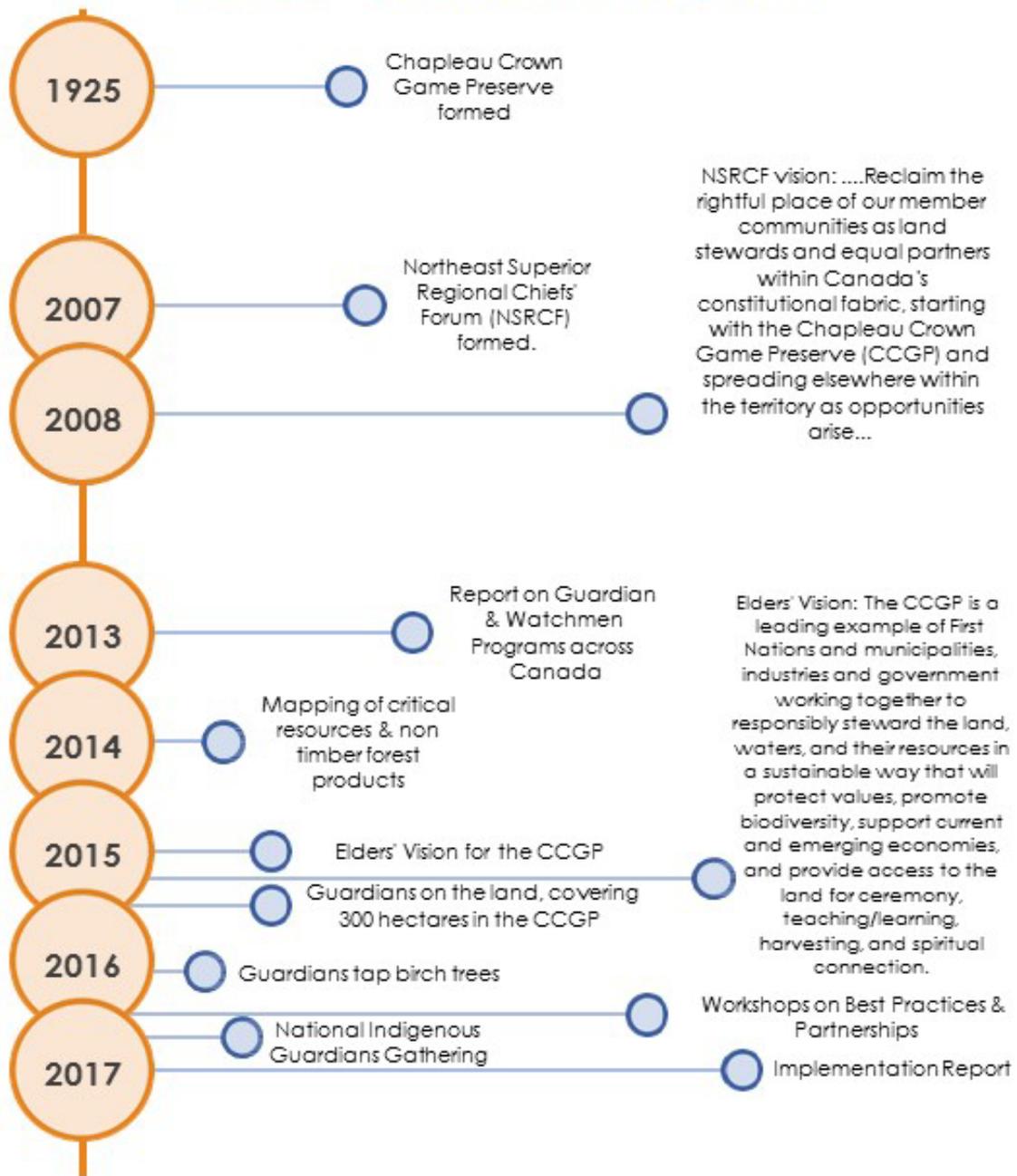


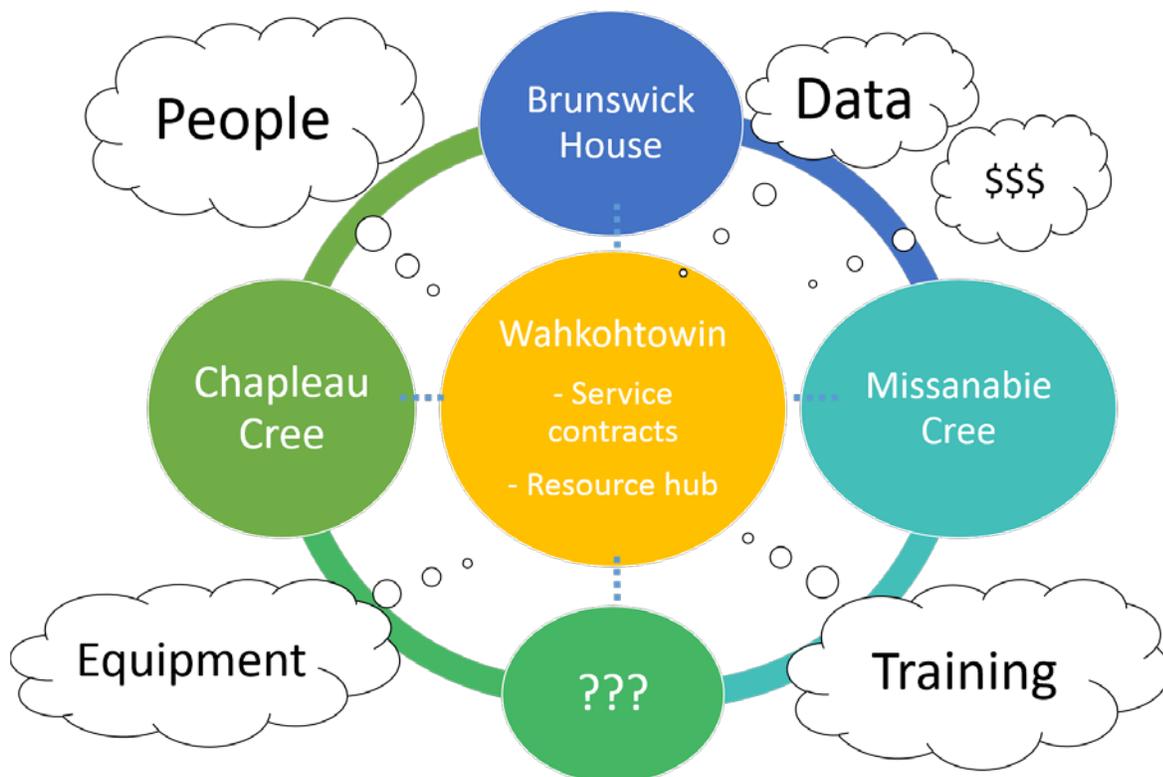
Fig 3 Timeline of key program activities

Part 1: Implementation Plan

*What priorities and best practices drive this plan?
 What assets, resources, and capacity exist?
 How do we manage data, training, & partnerships?
 How do we operationalize the program?*

Starting Point: Building the Guardian Program in the NES

Our starting assumption is that Wahkohtowin Development GP Inc will provide centralized services, and act as a regional hub or coordinating body on specific elements of the Guardian program, and communities will play the essential role of hosting Guardians, recruiting youth & Elders to the program, providing direction, and utilizing data. Depending on each community's capacity, interest, and ability, and the particular priorities in a given year, Guardians and projects may fall more under the community purview, or more under a regional umbrella. The diagram bellows is one illustration of how elements of the Guardian program fit together.



The purpose of this plan is to get into the nuts and bolts of what the Guardian program roll out is, and provide clarity as well as a guide to the existing resources.

Key drivers in the design of this implementation plan:

- Assertion of culture and rights
 - Need for reconciliation
 - Importance of ceremony, Elders, & youth
 - Recognition that people must have opportunities to get on the land
- Pathway to skills & employment
 - Need to have entry level opportunities where people can build skills for Guardian and other employment, as well as opportunities attracting or developing highly skilled professionals and individuals
- Need to be financially sustainable
 - Program needs to generate revenue through service delivery contracts so it can sustain itself over time, as well as offer longer seasons and employment
- Flexibility to recognize & support community priorities
 - Recognize that each community is unique and may have different priorities, funding arrangements, and commitments.
- Support of the Conservation Economy agenda

This implementation plan draws on recommendations from past reports, and best practices from within and outside of the region. A summary is provided below.

Recommendation	Rationale
Seek long term (5 yrs +) funding agreements at the outset of program design/development. Build to scale and grow incrementally.	To build program permanence, employee retention, and field coverage, as well as contribute to program security, seniority, and professionalism of service delivery.
Include funding of Guardian programs as a central component of all other activities and negotiated agreements.	Opportunities may be present through impact benefit agreements, negotiating Guardian services as ongoing program attribute with senior government departments, fee for service with government and/or industry, ecosystem service fees, or user fees
Establish a separate Guardian unit or a separate department.	Encourage clear identity and sense of purpose – promote Guardians instead of others doing Guardian work
Establish some level of formal training and certification associated with Guardianship employment. Establish the program as a professional program.	Training can vary in type, scope, & duration, but greatest success is seen in programs that manage Guardians as professionals & have level of formal training.
Aim to develop a program that is multidimensional, with a Guardian attached in some capacity, as quickly as possible, to as many activities as possible occurring in the territory.	Well established programs that see success over time are involved in diversity of industries, as they promote acceptance that Guardians are necessary and important function of territorial management.

Design at the outset for the role of Elders and youth, with a clear statement of objectives associated with their participation and resources set aside to support achieving these objectives.	Essential for engaging the next generation, and intentionally designing for the observance of culture and tradition.
Start the Guardian program with staffing dedicated to the function of program management.	This supports program growth and stability over time, and can either be through workplan assignment amongst existing staff, or through a dedicated hire. Key is having staff identified and clearly assigned to the program.

Assets & Activities

The Guardian program build on work already underway in communities, different sectors, and in the region.

Communities

Each of the communities that are part of the NSRCF have some type of Guardian and/or stewardship program in place. We describe the current assets, opportunities, and interest levels.

Nation	Tribal Council	Guardian	Stated or funded priority	Funding
Brunswick House	Wabun	Bruce Golden	Forestry; TK collection	Forest sector; Education department
Chapleau Cree	Mushkegowuk	Dakota Souliere	Climate change	Mushkegowuk
Missanabie Cree	Mushkegowuk	Isabell Souliere	Climate change	Mushkegowuk
Michipicoten	Unaffiliated	n/a	Mining; energy	unknown

Brunswick House

- Lands and Resources program exist, with a full time Guardian (Bruce Golden) and contracted staff and resources (including David Flood as Senior Lands Manager) for direction, support, expertise.
- Education Department has funding for assistant Guardian for one year, who will work with Bruce
- Bruce Golden spends a lot of time on the land, including collecting feedback from the membership
 - Members have raised concerns with impact of harvesting on ability to trap
- Widespread interest in trapping, and renewing ability within community.
- Many Elders have passed away in the last decade, resulting in a loss of knowledge about the land and its resources
- Lands Advisory Committee (LAC) started in 2017, with representation from community members, youth, and an Elder. Resource for direction and potentially to help with recruiting Guardians.
- Current priority: values mapping

Chapleau Cree

- Part of Mushkegowuk Tribal Council, and have a funded environmental steward/Guardian (Dakota Souliere) with focus on climate change
- No stand-alone lands and resources department
- Values mapping was completed by Mushkegowuk
- Current priority: climate change

Missanabie Cree

- Part of Mushkegowuk Tribal Council, and have a funded environmental steward/Guardian (Isabell Souliere) with focus on climate change
- Existing Youth Council that could be engaged around a Guardian program, although they have been inactive for the past while. People are trying to start it up again, and would be a key spot for publicizing opportunities and recruiting Guardians
- Being on the land, and developing skills in trapping, of particular interest
- Desire to link in personal development, learning from and on the land, and being able to mentor others in it is important
- Half of community's membership is in Sault Ste Marie, the other half is spread out
- Island View Camp is a gathering place and opportunity to reach membership
- Current priority: climate change

Michipicoten

- While not part of the NSRCF right now, they participated in the 2015 Guardian program and have signaled support for a regional Guardian program
- Staff member Leo Lepiano coordinated the 2015 program and traveled to many sites in the CCGP.
- Current stewardship funding is through mining agreement, which sets priority focus
- Desire to see more mapping, including cumulative project effects

Sector/Industry

Successful Guardian programs incorporate a diversity of activities, and connect to the variety of activities in their territory. Below, we describe some of the current activities by sector, as well as possible activities to engage in.

Forestry

Tembec is the primary operator in the Chapleau Crown Game Preserve. However, there is a lot of other work that occurs by a variety of consultants, industry groups, and organizations including:

- Forest management planning
- Road building
- Silviculture surveys
- Herbicide Alternative Programs
- Brushing
- GIS work & mapping
- Treeplanting
- Fire fighting and fire suppression
- Cone collection, seedling growth, and distribution

Mining

Goldcorp Inc – advanced exploration phase – Borden Gold

Energy

Nextbridge East-West transmission project

Hydromega

- Big Beaver Falls hydroelectric project (Brunswick House)
- Camp Three Rapids hydroelectric project (Brunswick House)
- White Otter Falls (Chapleau Cree)

Equipment

Equipment originally sent out in field kits:

Part number/ type	Description	Quantity Purchased (2015)
#311-DZ:	Notebook, Level, Pkg of 12	2
#FDT10:	Diameter Tape, 10m	2
#MCB:	Amphibian Suunto Compass	3
#FTR-10:	Flagging Tape, Polar, Sleeve of 10 Rolls	2
#M25A:	Hip Chain with Nylon Belt	0
#WT10A:	Hip Chain Thread - Plastic Core, Pkg/10 Rolls	0
#OTR-30M:	30 Meter Keeson Tape, about 2 ft long, kind of awkward in shape and size	3
#WCB1:	WCB Level 1 First Aid Kit - Soft Case (Blankets not included)	3
#PFAK:	Personal First Aid Kit	1
#295:	Field Desk	4
#8511:	All-Weather Copier Paper, White, 8-1/2" x 11", Pkg/200 Sheets	4
GPS	Garmin GPSMAP 64st, TOPO U.S. 100K with High-Sensitivity GPS and GLONASS Receiver	3
External HD	Western Digital HD 1tb	1
SD card reader	N gear All in one USB	1
Micro SD Cards	Kingston 16gb MicroSD	3
Batteries	MAHA Imedion AA Nimh rechargeable 4-pack	3
Battery Charger		1

Considerations for future:

- Preference for red or orange flagging tape over blue, though blue seems to be better for those who are colorblind
- One of the diameter tapes got damaged easily, and was returned for a refund.

Timeline

Most Guardian programs are seasonal, or cyclical, depending on the activity in the area, funding, and capacity. The table below highlights key activities to be aware of when implementing the NES Guardian program.

Month	Key Activities	Considerations
January		
February	MNRF begins operational planning (to April)	Can begin to attract seasonal staff & consider recruitment
March	End of fiscal for many partner Set up for birch syrup operations	Additional reporting burden due to end of fiscal
April	Tembec & MNRF training	Potential to link up with other training in region
May	Tembec & MNRF training Start date if hiring university summer students or interns; accessing students through Canada Youth Summer Jobs program	Potential to link up with other training in region
June	Field activities	
July	Field activities	Can be very hot and may want to have flexible work schedules
August	Field activities	Many communities have cultural camps or gatherings; opportunity for program publicity and engagement
September		May lose seasonal employees who return to school
October		Good time for reporting out on seasonal activities
November	MNRF starts strategic planning Applications due to Canada Summer Youth jobs	Potential funding for summer positions
December		

Data

Knowledge is power, and data is precious. Key questions for the Guardian program are:

1. What information is being collected?
2. How is it being stored?
3. What is it being used for?
4. When, with who, and how, does data sharing take place?

Data collection, sharing, & ownership

Data is collected in different ways, has different ownership levels, and chart below describes the different relationships and holders. This is not an inclusive list of all data; in many cases, reports and publications are created and available through searching or on request.

Data	Source	Availability	Link to Guardian program
Current work schedules	Tembec, MNRF, other industry users (e.g. Goldcorp)	On request	For safety and public education, good to know if you're sharing space with others, and whether you want to incorporate assessments of current activity in patrols
Forest inventory	MNRF, Tembec	Public information, though updated eFRI may take longer to get online and can be requested	Knowing the type of stand, where information is collected from (plots), and soil type allows for analysis and directed patrols
Herbicide treatments	Tembec	On request (double check with MNRF staff)	For safety and public health, want to know where herbicide activities are taking place for precautions with encounters, as well as to monitor response to treatments
Roads	Tembec, MNRF, with additional information from trappers, users, community members	On request, but also included in FMPs. For current information, phone calls to local offices.	Knowing which roads are in use, washed out, and have activity allows for planning, safety, and education
Special and cultural sites	Community level; traditional knowledge holders	Generally restricted & as requested	Knowing where these are allows Guardians to assess during patrols, and update information on state, use, occupancy
Traplins	MNRF, local trappers	On request	Trappers can be an incredible source of knowledge about lands & resources, activities, and changes. Knowing who is active, when and where, allows for information gathering and sharing.

In addition to the data useful for the Guardian program, there are a number of groups that hold data about the CCGP and surrounding area. These include:

- NSRCF Secretariat – a decade of reports, some to be available on the Wahkohtowin website
- Ministry of Natural Resources & Forestry – provincially, regionally, locally
 - Chapleau District
 - Wawa District
 - Hearst District
- Ministry of Environment, particularly Environmental Commissioners Office
- Canadian Forest Service
- Natural Resources Canada
- Local organizations – economic development offices, community groups, environmental non-government organizations
- Academic institutions
 - University of Toronto (Faculty of Forestry)
 - Laurentian University (David Robinson)

- Lakehead University (Faculty of Forestry, Peggy Smith)
- Algoma University
- Royal Roads University (non timber forest products)
- Forest management planning consultants
- Industry groups – forestry, mining, energy

Privacy & confidentiality

Data may have restrictions on it, both with data that is received from third parties and data collected through the Guardian program. There may be good reasons to keep data private, but also valid reasons for sharing. Considerations include:

- Will harm come to a site, or will there be negative consequences, if data is shared? E.g. abundance of moose in a particular area; business revenues and expenses.
- Will harm come to a site if data *is not* shared? E.g. did a site patrol reveal unauthorized activity? Was a sacred site identified that may require special protections?
- Does the data belong to someone else, and is it their choice on sharing? E.g. traditional knowledge and values data?
- Can the data be monetized to support Guardian program activities? E.g. site and activity monitoring
- Can the data help with engagement and public education? E.g. presented to youth and/or at culture camps to increase interest and awareness
- Does

ACTION: clarify data ownership and use at the beginning of data collection, and in data requests. Examples of two data sharing agreements are included in the Appendix section.

Partnerships

Data partnerships are important and useful to adding to data (e.g. community members, MNRF, Tembec) and analyzing and publicizing data (universities, colleges).

Special Sites

Through the course of Guardian activities, they may come across special sites. A draft protocol, used to guide activities around Manitou Mountain, is included in the Appendix. Guardians can be used in some or all of the activities below relating to special sites:

- Guardians could ground-truth values data – to add to accuracy, understand value, and increase confidence in data – has to be in conjunction with community priorities
 - **Role for Guardians in identification; verification; and monitoring prescriptions**
- Be clear on information about special sites what, when observed, and where
- Identify extent of desired protection, and acceptable and unacceptable activities
- Forest Management Planning has a process for identifying values and areas of overlap & potential intersections.
- Annual work schedules are an opportunity to provide input on values (Tembec)
- MNRF looks at values on a daily basis (i.e. permits, tenures, for multiple activities and not just forestry-related activities)
- **Useful to provide area(s) where values exist**
 - **Information not required about the type of value**
 - **Is the value shared regionally, or specific to a First Nation?**
- MNRF has Traditional Ecological Knowledge (TEK) policy framework

Training

Training is important in developing a professional workforce, ensuring that workers are safe, and preparing people for what they might encounter and how to collect the right information about it.

Key considerations when organizing training:

- Is the purpose safety or skill development? Does it have to occur before any field activities, or is it better to deliver once people have some context?
- Is it delivered in a way that will encourage success?
 - Culturally relevant? Safe space for asking questions?
 - Place – outside? Classroom?
- Do people have to travel to participate in training? How are the associated costs covered?
- Can training be delivered locally? Bringing a trainer in, or partnering with another group? (see below)
- Can training be delivered to all Guardians? If not (due to space, capacity, resources, or other), train members from each group/team to start building capacity
- How are Elders involved in training development and delivery?

The table below outlines existing groups that offer relevant training in the region, and considerations and actions if going to pursue partnerships around training.

Delivery Partner	Considerations
First Nations	<ul style="list-style-type: none"> • Look at what training is offered in FN communities and try and connect with it • Utilize capacity in FN communities for training, e.g. hunter and trapper knowledge • Local FN deliver often deliver First Aid training to their staff
Tembec	<ul style="list-style-type: none"> • Most training offered in the spring (April-May in Chapleau and Timmins). Lori is training coordinator. • French and English delivery • Safety, hazard assessment • ACTION: Need right contacts in communities/at NSRCF • ACTION: Need to know the number of participants interested and/or committed to taking training
MNRF	<ul style="list-style-type: none"> • Offers training in Wawa and Chapleau, May to July (First Aid and Bear training generally offered closer to July to capture summer students) • Bear training – annually – videos and testimonials of MNRF staff with bear encounters • Additional training to consider partnerships on: First Aid, workplace policies, OH&S, vegetation identification, silvicultural monitoring, compliance monitoring, and training related to fish & wildlife • Ecological Land Classification – useful for forest management planning activities • ACTION: Provide list of desired training to MNRF

An example of training delivered to the Coastal Guardian Watchmen in BC is included in the Appendix.

Communication

Key to a successful program is communication – internally and externally. The above sections highlight the ‘partner’ and ‘why’ on communication around data and training. The table below highlights the ‘who’, for ‘what’, and ‘how’.

Partner	Details
Wahkohtowin	Secretariat for the NSRCF ‘Holding’ Guardian program David Flood, GM Vanessa – information distribution, coordination Jutta – project coordination, funding proposals, deliverables
Elders’ Council	Had vision for Guardians; land stewards; communication with youth and communities; providing guidance to Chiefs; mentors; ceremony No contact identified at the moment
NRCan	Rob Fleming – Great Lakes Forest Research Centre, science, skills, operational. Can be contact for others doing research/with expertise around CCGP, and has desire to support Guardian program. Rob.Fleming@NRCan-RNCan.gc.ca Maureen McIlwrick – funding; AFI/SPI; funding partner Liaison Officer, Aboriginal Forestry Programs / Canadian Forest Service Natural Resources Canada/Government of Canada maureen.mcilwrick@canada.ca / Tel: 705-541-5593
Tembec	Sarah – operational level, anything regarding Martel forest. Until GIS tech is confirmed, can also be contact for data. Field knowledge, forest management planning. Based in Chapleau. Has contacts for Hearst and Gordon Cousins Forests Al Thorne – strategic level; tenure reform (eSFL) Chris McDonnell – community discussions and MOUs; chair of FSC Canada Board
MNRF	Chapleau District – Paul Bernier District Manager 705-864-3122 paul.bernier@ontario.ca ; Susan Lindquist Resource Liaison Specialist 705-864-3120 susan.lindquist@ontario.ca
	Wawa District – John Peluch District Manager 705-856-4703 john.peluch@ontario.ca ; Jennifer Pine District Resource Liaison Specialist (Acting) 705-856-4746 jennifer.pine@ontario.ca
	Hearst District – Wesley Woods District Manager 705-372-2204 wesley.woods@ontario.ca

Operationalizing the Guardian Program

This section breaks out the key priorities, desired outcomes, and activities in the short, medium, and long term to operationalize the Guardian program.

Northeast Superior Guardian Program



Priority: Assertion of culture & rights				
Desired outcomes	Activities	Short term	Medium term	Long term
Decision making authority over lands and resources.	Information collected by the Guardian program gets brought in front of decision makers	Summary information goes to Lands & Resource departments and/or Councils	Targeted information goes into appropriate forums, e.g. planning processes, consultations, reporting	Information as well as recommendations or mitigation strategies brought forward by program coordinator
	Guardians pilot FPIC program	Guardians on the land verifying FPIC; assessing whether what is planned for is happening	Pilot program leads to program evaluation, adaptation, and stronger program	Mitigation of infringement
	Guardians exist as monitors on the CCGP & do general and specific patrols in the territory	Select key values and monitor as able, based on current levels of activity, priority, and funding	Monitoring a diversity of values and providing presence on the land	Guardians have enforcement capacity
Economic benefit from lands & resources.	Revenue sharing occurs, and Guardians have a funded role in monitoring and mitigation of development activities	Revenue sharing is built into agreements	Revenues from activities flow to Guardian program	Revenue sharing for Guardian program is built into all IBAs and protocol arrangements

Communities know what is going on in their territory, and their interests and values inform the activities and decisions made.	Report out to communities (open house, culture camp) & periodic newsletters	Annual report out on program, and opportunities for community questions and feedback	Updates on website, in newsletters, annual forums. Community interests are considered in Guardian activities	Regular updates from Guardians to community, and method for community values to feed back into, and inform, Guardian program
	Cultural mapping and values mapping take place	Assess what mapping has already taken place, and what needs to be done or updated	Mechanism for mapping to be done; way for Guardians to collect this as they come across	Guardians play intentional role in cultural and values mapping, and this is a component of their work
	People know how to report information to Guardians, and Guardians have a place to store such information	Publicize who Guardians are, and have a mechanism (logbook, spreadsheet, etc) for capturing what people report	Guardians share the key data and values they are gathering, and people have opportunity to give them additional information	Information from community members is organized and can be queried; people are willing and able to share information
Elders and youth have a role in Guardian program and stewardship activities.	Elders committee is established to meet quarterly	Recruit Elders to be on steering committee to develop terms of reference for Elders committee	Recruit Elder's for committee and make workplan, hold meetings	Elders meet regularly and their role is articulated
	Elders with specific knowledge in various fields are identified to be a resource to Guardians	Call out for Elders who want to be part of program, and identify the skills they bring	Determine where strengths and gaps are, reasonable expectations & compensation, and availability for Guardians	Directory of Elders exists, identifying their specific skill sets. Guardians know when and how to contact them.
	Elders participate in Guardian training, specifically how to incorporate culture and ceremony	Elders invited to training, requested to conduct ceremony & instruct in importance of ceremony	Elders are part of developing training around ceremony	Elders are a part of all Guardian training, when formally delivered and informally during season
	Youth are specifically targeted in Guardian recruitment, and to attend open houses and learn about the program	Job postings and info sessions target youth - high school guidance counsellors, facebook invites, youth councils, direct requests	Find youth champions and use them to help recruit others	Have facebook group and/or youth mailing list who receive program updates & opportunities. Allow them to sign up in grade and high schools.

Priority: Pathway to skills & employment				
Desired outcome(s)	Activities	Short term	Medium term	Long term
Individuals gain skills and experience that will help them gain employment in the Guardian program and other industries.	Skills & experiences are quantified, and Guardians complete personal development plans that list their qualifications. A master list of skills is developed that Guardians can work to develop.	Create master list of skills and template for personal development plans	Pre-season, Guardians identify what skills they want to develop, and post-season, update these to reflect skill development. Certificates or letters issued at end of work term identifying skills & experience.	Process for personal development in place & followed.
	Offer variety of training, and support Guardians in succeeding with the training	Work with Tembec and MNRF to get training spots in courses that being delivered in region. Offer dedicated training for Guardians at start of work season.	Work with Tembec & MNRF to get training spots in courses that being delivered in region. Offer dedicated training for Guardians at start of work season. Explore cultural support for training.	Look for training opportunities and supports, including financial, to help Guardians succeed
There are opportunities for professional development and growth in a diversity of Guardian roles.	Support roles & development in the field, office, and leadership positions.	Recruit people for field, office, and leadership positions, and publicize during recruitment that all are important.	Mentor people in different roles, and match interests and skills with roles	Identify pathways and career development for diversity of roles for Guardian program, e.g. someone starting out doing data entry can see how they may become program coordinator or analyst in future
Program has a good reputation and is recognized as developing leaders and professionals.	Guardians do fee-for-service work on ongoing basis	Place Guardians in forest management contract for some data collection & experience	Establish program (incl rates, service offering, skill sets available) so Guardians can be hired	Develop service contracts with forestry, mining, and environmental assessment industry
	Program attracts people with, and supports people to achieve, professional designations (e.g. RPF)	Ensure that recruitment is broad, and targets people within region as well as those with skills from outside who may want to come home	Do career counselling and where appropriate, inform people about professional designations. Host a career day/ opportunities to engage with professionals.	Support people achieving professional designations, and offer field/learning opportunities, internships, and mentoring

Priority: Program sustainability				
Desired outcome(s)	Activities	Short term	Medium term	Long term
Guardian program brings in revenue by doing work, and collecting data, on lands & resources.	Develop program offering, listing activities it can undertake (with own staff or through joint venture)	Map out existing opportunities, and identify who through skills assessment survey may be accessed	Establish program offering (incl rates, service offering, skill sets available)	Publicize Guardians as environmental consultants and explore joint venture partnerships
	Guardians are 'hired out' and compensated for time and activities.		Develop and test contract template for hiring out Guardians	Guardian program coordinator is responsible for building fee for service work
Program is recognized for having value and supported by industry and communities.	Data is shared between industry, communities, and Guardians.	General updates to all parties; specific data requests on as-needed basis	Protocol in place for when what kinds of data are shared, & with who	Proactive data sharing pre and post season
	Industry and communities put financial resources and time into supporting Guardian program	Communities support program with in-kind space, applying for grants (e.g. education departments). Industry enables opportunities for staffing, e.g. through FPIC & Herbicide Alternatives Program	Communities create budget lines for Guardians and are partners in proposals.	Positions are created and staffed annually in communities, and ongoing partnerships with industry include resourcing for Guardians
Program builds and sustains a workforce over time	Maintain roster of individuals who are interested in Guardian program work, and those who have skills that may fit with Guardian work.	Have sign up lists at community presentations, and query skills database for individuals with skills and interest	Communities collect names and interested candidates and forward to program coordinator for follow up	Know who in region graduates from post-secondary with skills and interest; annual message to check contact information
	Actively manage for seasonal employment and offer training or partnership opportunities when Guardian work isn't available (as able)	Create a master calendar that identifies gaps.	Task program coordinator with managing those gaps, filling with training, seeking work opportunities, and liaising with others in the region to fill gaps	Seasonal and full time staff are supported, and for professionals working with the program, efforts are made to fill gaps in Guardian work with needed training and work with partners

Priority: Community priorities				
Desired outcome(s)	Activities	Short term	Medium term	Long term
Guardians are firmly rooted in community, and are contributing information to issues and decisions important to the community.	Annually, communities have the opportunity to give input on what is important to them - this then gets taken into account during program planning. (e.g. areas of interest, activities, resources)	Presentations in community, and made available to those who cannot attend. Staff responsible for Guardian program are a part of delivering presentation.	Questions and discussion from communities is noted and reviewed during program planning	Community input is summarized and published with presentation so people see that their input is heard
	Periodic newsletters and annual report out. Additional reports as necessary (e.g. if specific issue observed)	Information shared on the website about the Guardian program	Updates are published in community newsletters	Annual report made available, ongoing communication efforts
Communities feel ownership of Guardians, and proud of them.	Logo developed for Guardians, and worn in public.	Run a contest to invite designs for logo	Digitize logo, put on newsletters and reports	Get swag with logo - hats & jackets
Communities in the region are connected to each other, and collaborate on the Guardian program.	Guardians network between communities, sharing training, experiences, support, data, and equipment.	Guardians are brought together for training, season debrief, and joint activities	Experienced Guardians mentor others, regardless of community, and are available to answer questions and provide support. Biweekly calls in-season.	Guardians are part of a pool deployed as needed in communities, and Guardians from one community may be drawn on to help in another during peaks in season, or when a group of people is required for certain activities. This is coordinated and supported by all.

Priority: Enabling the conservation economy				
Desired outcome(s)	Activities	Short term	Medium term	Long term
Jobs are created from local resources, in ways which complement existing activities and resources.	Guardians collect data about NTFPs and other opportunities which could result in entrepreneurship possibilities.	Field cards have area where Guardians can note presence/absence of NTFPs during patrols & activities	Information about NTFPs get entered into a database for future opportunities	Guardians are deployed to collect data and monitor resource extraction activities, and can follow up on tips of potential opportunities
	Guardians participate actively in social enterprise, e.g. birch syrup, firewood collection	Assess needs and where Guardians would best fit	Cost out expenses and revenues for Guardians to participate in social enterprise activities, and how these activities can complement gaps in work schedule	Activities coordinated and Guardians participating in revenue generating activities
Guardians in the program have a good livelihood.	Guardians make a living wage, and cultural activities, e.g. hunting and participation at culture camps, are encouraged and supported.	Guardian wage above minimum wage, and pre-season, assess when cultural events are happening and plan around them	Explore funding so that Guardians are making above minimum wage. Flexible work arrangements to encourage participation in cultural activities (with notice given and planned for)	Plan for Guardians to have jobs that can support them year round, or support school and professional development (if seasonal employees)

Financial

Program budgets are dynamic, and dependent on a number of variables:

- How long is the season? How many weeks, and hours per week?
- How many Guardians?
- What is the hourly wage? Are there different rates based on experience? Qualifications?
- Is there a field coordinator? Project coordinator? Cultural coordinator? Corresponding compensation.
- How many teams? And thus vehicles & equipment packages
- What training is offered? To how many people? Where? For how long?
- How many Elders are involved in the program? Do they get a stipend?

A mock up budget template was developed that allows one to play around with different variables to see budget implications. It is included as a separate file. A mileage tracking form is attached.

Resources

Workshop Summary Report: On the Ground Indigenous Stewardship in Canada, Cheakamus Centre, Squamish, B.C. February 23-25, 2014

<http://www.philanthropyandaboriginalpeoples.ca/wp-content/uploads/Ref.-4a-OTG-Indigenous-Stewardship-Workshop-Summary-2.pdf>

Online community monitoring toolkit, allows individual download of chapters:

<http://www.naturalresources.sa.gov.au/samurraydarlingbasin/get-involved/citizen-science/community-monitoring-toolkit>

A toolkit to support conservation by indigenous peoples and local communities: Building capacity and sharing knowledge for Indigenous Peoples' and Community Conserved Territories and Areas (ICCAs)

<http://www.iccaregistry.org/assets/ICCA%20toolkit%20final%20Version%202-d28f988305a52c562d77fd2b1868a547534d5852ecb6abb05819fab8f6bae6e8.pdf>

Presentation on Aboriginal Businesses and partnerships for environmental consulting:

<http://www.emaofbc.com/wp-content/uploads/2015/03/Harrison-Social-License-Aboriginal-Business.pdf>

Part 2: Human Resources Strategy

Why a Human Resources Strategy?

The purpose of this strategy is to outline the different roles and skills that make up the human part of the Guardian program, and assist in creating the tools that will attract and retain the best people for the program.

This does not contain all policies relevant to human resources within a Guardian Program, and further work should be done to develop/adopt a conflict of interest policy.

Roles in a Guardian Program

Depending on the scale and scope of the program, there may be separate people for each of the roles defined below, or the same person could take on multiple roles. The role may also be added to an existing staff member working in a resource or lands department, or be a short-term hire. However, as the program develops over time, it is important to ensure that each of the roles and functions is covered.

Guardians

Guardians will be the eyes and ears in the field, the primary data collectors, the public face of the program, and the people interacting with others on the land.

Program coordinator

The program coordinator makes sure that Guardians have their assignments, equipment, and skills to do their work each day, and often is the person who briefs and debriefs, makes sure that data is complete, and is the first point of contact for Guardians.

Program manager

The program manager oversees the program activities and leads reporting, liaising with community governments, Elders, and external partners, fundraising and financial management, recruiting and coordinating selection of staff, and public relations.

Data technician

The data technician ensures that collected data is checked, keypunched, and saved for analysis.

Data analyst

The data analyst reviews and interprets data, pulls stories and trends from it, and visualizes and reports on it through maps, tables, written forms, and other means. They are able to query data on request, and audit the work of the technician.

Elders

Elders are a key component in ensuring that ceremony and traditional values are a part of the Guardian program. They ensure that traditional values, principles and other teachings are passed along, and provide instruction to help individuals. They are mentors and teachers, and can be a part of staff

recruitment, selection, and development. They are also a public face for the program and provide counsel when Guardians come across special sites, face challenges, and/or need guidance.

It is up to each community to identify the Elders and an Elders Council to determine their specific skills and scope.

Training coordinator

The training coordinator ensures that training is delivered in a way that complements the other work and activities of the program, is culturally relevant and supported, is cost efficient, and if needed, is delivered in partnership with others. They are responsible for keeping records of each Guardian's training, development, and certifications, and planning for training delivery based on needs and capacity. They would also be charged with ensuring that Guardians have the supports required to be successful in training.

All Roles

Champion the program

Adopt a stewardship ethic

Staffing

Recruiting – what, when, where, how

When trying to find the best people to fill the roles you have available, you want to 1) be clear about what you need (job posting!); and 2) get the information out to the best people.

Depending on the role, you may be willing to train and mentor a person into it (entry level Guardian, data technician, coordinator) or you may be looking for specific expertise a candidate brings.

WHAT: What goes into a job posting?

Heading	Considerations & what to include
Role	What are you hiring for?
Eligibility	<ul style="list-style-type: none"> ➤ Are there criteria on candidates? ➤ Is their funding tied to them being in school or going back to school? ➤ Do they need to be a certain age? ➤ Do they need to be from a certain community or region?
Responsibilities	Related specifically to the role you're hiring for
Conditions of employment	<ul style="list-style-type: none"> ➤ Is the position based in a specific community? ➤ Will they be required to work any evenings or weekends? ➤ Do they need to have prior certifications? Or be willing to complete when hired? (driver's license, First Aid, education) ➤ Will they have to work in the field and inclement weather? ➤ Do they need to be a certain level of physical fitness? ➤ Are they required to provide any of their own gear? E.g. work boots
Desired skills and experience	Related specifically to the role you're hiring for

	Depending on the role, there may be things you require (e.g. computer proficiency for a data analyst, or RPF qualification) or skills and experience which are desirable but not required. In many cases, a passion and interest can trump experience.
Timing	<ul style="list-style-type: none"> ➤ Start date ➤ End date ➤ Length of season
About	Many postings include brief information about the hiring organization, and would be prudent to have a short summary of the NSRCF and Wahkohtowin.
Compensation	Some job descriptions include this, others do not.

Once you've created your job posting(s), you have to spread the word. The list below offers some suggestions for distribution, but it can always be added to.

WHEN? The more time that the posting has to circulate, the more likely it is to find its way to good candidates. The earlier the better – and share widely.

Where?	How?
Websites	Websites – Wahkohtowin, each community's website,
Social media	Facebook, twitter
Newspapers & newsletters	Short ad with reference to posting, and feature article on the Guardian program with note that looking to hire
Poster boards	Fax, email, and hand deliver postings to communities, and post on bulletin boards
Lists	Ask Nations to share with their membership, send to your own distribution list with request to share, local Youth Councils, Band Councils, college and university departments (who will post on their job boards), and economic development officers

Selecting – Transparency and fairness in decision making

What criteria are important? How do candidates assess? Will you provide feedback?

While circumstances may change depending on the number and skill level of applicants,

Retaining – why, how

How do you keep employees you have invested in through time, training, and mentorship?

As you build knowledge and capacity, how do you ensure that it stays in the region?

Resources

Sample job postings or descriptions attached:

- Mushkegowuk Council Environmental Steward
- Game Guardian for Vuntut Gwitchin First Nation
- Wildlife Guardian for the Lands Department of the Tahltan Central Government
- Regional Monitoring Systems Coordinator, Coastal Stewardship Network



JOB DESCRIPTION

POSITION:	Environmental Steward (8)
IMMEDIATE SUPERVISOR:	Environmental Regional Coordinator
LOCATION:	One in each of the First Nation communities of Peawanuck, Attawapiskat, Kashechewan, Fort Albany, Moose Cree, Taykwa Tagamou, Chapleau, Missanabie
DURATION:	Full-Time until March 31, 2019

SUMMARY OF POSITION:

Our environmental stewards will monitor and help protect the lands, wetlands and water to ensure healthy ecosystems and a sustainable future for the Omushkego people.

The Environmental Stewardship program will play a key role in the effectiveness of the Northern Climate Change Network in building knowledge and capacity, and in producing climate change reports for Mushkegowuk communities.

There will be at least three threads in their work:

- To assist in the climate change impact study for the Mushkegowuk territory
- To assist in the development of adaptation actions and adaptation plans that lessen the risk of future harm to the well-being of communities and community members as a result of climate change
- To assist in the building of climate change knowledge and capacity in Mushkegowuk First Nations

The objectives of the climate change impact and adaptation is to:

- Support the overall mission and goals of Mushkegowuk Council
- Take a leadership and guidance role in the good functioning of a network of "Environmental Stewards" in the Mushkegowuk communities
- Be a source of information and knowledge about climate change for the community membership and Chief & Council
- Support and encourage the collection of TEK from community members in their communities
- Facilitate the development of the climate change impact reports for communities by locating images, maps, and technical information about communities relevant to the impact study

- If feasible and desirable, assist in arranging joint meetings of climate change leaders and specialists from their communities and from other Tribal Councils and First Nations
- Assist, facilitate, and / or co-ordinate specific projects related to understanding and monitoring climate change impacts in the traditional territories of their First Nations
- Attend workshops and participate in learning activities to build personal technical and communication skills related to climate change
- Actively participate in the network of Climate Change Leaders in their community and across Mushkegowuk Territory
- Participate in network conference calls
- Contribute content to the project website when it is established
- Lead a small climate change discussion groups in the community

Duties and Responsibilities:

- Select community members, especially Elders, who are knowledgeable about the land and interview them using a standard list of questions so that changes in different parts of the north can be compared. Interviews will be conducted in the language chosen by the person being interviewed. Notes in English, summarizing the answers, will be provided to the Laurentian University researchers by the interviewer. Interviews will normally be audio-recorded but the person being interviewed may choose not to be recorded. Those who are interviewed will remain anonymous unless they choose to be identified and available for follow up questions from the researchers. The recordings will be the property of the Band. Review drafts of their community's climate change impact study, contributing to its accuracy and being acknowledged for their contribution
- Contribute to completing the climate change impact and risk matrix and facilitate completion of the community-based adaptation planning matrix
- Facilitate community meetings where, for example, results of the project are presented
- Participate in a network of "Environmental Stewards" from First Nation communities across the north.
- Participate in workshops and activities designed to increase knowledge and understanding of climate change and climate change impacts in the north
- Monitor and document weather-related events affecting the community and community members in their homeland
- Use available equipment provided for monitoring weather and compiling community records
- Be a source of information, knowledge and understanding about climate change impacts in the past and potential impacts in the future for their First Nation
- Facilitate and co-ordinate any specific projects related to understanding and monitoring climate change impacts in the traditional territories of their First Nation
- Attend workshops and learning sessions to build personal technical and communication skills related to climate change
- Participate in regular network conference calls
- Contribute to developing adaptation actions and plans designed to reduce the impacts of climate change on their First Nation
- Contribute to the project website when it is established
- Ability to communicate effectively and maintain effective working relationships
- Lead a small climate change discussion group among Band Council staff
- Participate in other resource based activities when requested

- Participate in the `GIS in the Classroom program as requested when Climate Change and environmental learning is taking place in the school classes.

Qualifications:

- College Diploma or University Degree in Environmental Studies, or related field, or equivalent experience
- Advanced knowledge of Environmental Monitoring and GPS
- Knowledge and skill using computer hardware, software, and printers
- Organizational and problem solving skills, as well as attention to detail
- Strong communication, presentation, and group facilitation skills.
- Ability to work as part of a team, and communicate effectively with a diversity of people including First Nation staff and members.
- Ability and willingness to be flexible in order to respond to the changing needs of communities
- Ability to speak Cree is an asset
- Willingness to travel extensively within Mushkegowuk Territory
- Knowledge of the culture of First Nations, along with an understanding of their aspirations, socio-economic needs, stewardship values, and history

REQUIREMENTS:

- Have a valid (class G) Ontario driver's licence
- Willing to provide a CPIC (Criminal Record Check, specifically Police Vulnerable Sector)

SALARY:

- Competitive Salary (As per salary grid, based on experience)

Prepared by: Virginia Sutherland Date: September 23, 2016

Approved by: Executive Committee Date: September 23, 2016



EMPLOYMENT OPPORTUNITY

Game Guardian

The Job:

Reporting to the Director, this position is responsible for collecting fish & wildlife harvest information on traditional territory and settlement lands, communicating with and educating VGFN citizens and the general public regarding fish and wildlife, and participating in fish and wildlife planning.

The Candidate:

The ideal candidate will have a certificate or diploma in one or more of the following: natural or renewable resource management, fish and wildlife management, or environmental studies, or equivalent in experience and training; Knowledge of fish and wildlife laws and regulations; Knowledge of fish and wildlife species and habits specific to the traditional territory and settlement land; Knowledge of fish and wildlife habitat, waterways and land topography specific to the traditional territory and settlement land; Knowledge of impact of land and water use by people on fish and wildlife populations; You must also be able to read and understand various topography maps, use firearms, be self-sufficient in the wilderness, and be able to use satellite phone, ATV, snowmobiles and riverboats. You must be able to communicate effectively and diplomatically in a team environment, both verbally and in writing, with co-workers, Vuntut Gwitchin citizens, community residents, and with outside agencies, partners and business associates.

Conditions of Employment: Driver's license & firearm acquisition. Wilderness First Aid is desirable.

Salary: \$55,876 - \$67,052 per annum plus an excellent benefit package.

This is a full-time term position based on 32.5 hours per week.

A detailed job description is available at: <http://www.vgfn.ca/employment>

Closing date: July 23, 2013 @ 4:30P.M. We thank all applicants but only shortlisted candidates will be contacted.

Please submit resumes that include job experience related to position to:

Brenda Frost
Manager, Human Resources
Vuntut Gwitchin Government
Box 94, Old Crow, Y.T. Y0B 1N0
Phone: (867) 966-3261, ext 256
Fax: (867) 966-3800
Email: hrd@vgfn.net

While qualified VGFN citizens will be given preference, all interested and qualified individuals are encouraged to apply.

Identification: Wildlife Guardian
Department: Lands Department
Supervisor: Director, Lands
Closing Date: March 23, 2016
Status: Full-time

Opportunity

The Tahltan Central Government (TCG) is the central government of the Tahltan people in Northwestern British Columbia. The TCG is responsible for managing activities in Tahltan Territory, which constitutes more than 11% of BC. The Tahltan Lands Agency (TLA) is the arm of the TCG responsible for managing land-related items throughout Tahltan Territory. The core mandate of the TLA is to focus on the continued sustainability of Tahltan Lands for Tahltan people.

The Wildlife Guardian position is responsible for collecting wildlife harvest information, communicating with and educating Tahltan citizens and the general public regarding various conservation enforcement and compliance programs within Tahltan traditional territory, and being a liaison to enforcement personnel. This person will specialize in the enforcement of laws and regulations governing hunting and trapping of animals.

Main Duties

Collecting and storing information on wildlife harvest and movement by:

- Interviewing individuals who are hunting and trapping to determine harvest numbers
- Receiving information from individuals who observe others hunting and trapping
- Receiving information from individuals living or moving about on the land regarding movement of wildlife, and animal sightings and behaviors
- Receiving reports on poaching or other concerns from citizens, residents and visitors regarding improper harvesting, discussing inappropriate harvesting with identified citizens or consulting with government enforcement personnel about the situation
- Conducting field patrols and using other methods of observing harvesters and wildlife activity, and collecting harvest information
- Developing and maintaining a database of harvest numbers
- Working with various government agencies, non-government organizations, boards and committees to combine and coordinate the monitoring programs
- Mapping and noting GPS locations of animal kill/observation sites and patrol routes

Educating and informing Tahltan citizens and recreational users on conservation, harvesting, enforcement and compliance, and wildlife related issues by:

- Educating Tahltans on how to hunt/trap in a sustainable manner while utilizing proper harvesting practices (i.e. less waste)
- Creating videos and/or presentations with communications officer aimed at educating Tahltans and non-Tahltans on proper harvesting practices
- Issuing public reports and warnings of animal sightings and movement, or changes in land, water or environment that could affect safety of people and equipment

- Conducting and/or attending school talks and public meetings, and making presentations to various groups, boards, committees and government officials
- Preparing and posting notices, making exhibits, developing brochures, posters and other printed materials for distribution
- Analyzing data, determining implications and issuing directives

Participates in developing plans to sustain wildlife populations by:

- Attending meetings, symposiums and conferences attended by First Nations and NGO staff, federal and provincial government officials, and other professionals associated with wildlife
- Consulting with Tahltan citizens and developing and implementing strategic plans, practices, policies and procedures, and monitoring and changing as needed
- Consulting with enforcement personnel about harvesting issues and developing ways to address problems
- Preparing program budget for supervisor to submit with department budget
- Preparing and submitting proposals
- Conducting research, gathering information and submitting to appropriate associates
- Determining and discussing integration or combination of services with other service providers, partners, federal, provincial and TCG government departments
- Ensuring that Tahltan owned traplines, mainly the Iskut Block, are well documented and are being used or leased
- Setting up strategies to promote the harvesting of more predators throughout the territory

General Responsibilities

The successful candidate will demonstrate:

- Excellent communication skills both written and verbal.
- Strong organizational ability.
- Proof of efficient time management.
- An ability to write clear, accurate reports.
- An understanding of the dynamics of First Nations communities.
- Extensive knowledge of facilitation of meetings.
- An ability to be flexible and considerate of differing views of elected officials, community members, other government officials and legal professionals.
- A positive attitude at work each day.
- A willingness to roll up one's sleeves and employ a "can do" attitude across all tasks.
- Excellent communication skills, including feedback, challenges and or methods for improvement in company practices.
- A willingness to travel around the Territory on a consistent basis in all seasons.
- The ability to establish a good working relationship with the TCG Board, the President, co-workers, subcontractors, members of the Tahltan community, and other interested parties.
- An ability to represent and promote the image of the TCG and TLA in a professional and ethical manner at all times.

Educational Requirements

- Certificate or diploma in one or more of the following: natural or renewable resource management, fish and wildlife management, or environmental studies, or equivalent in experience and training
- Knowledge of wildlife laws and regulations
- Knowledge of wildlife species and habits specific to the traditional territory
- Knowledge of wildlife habitat, waterways and land topography specific to the traditional territory
- Knowledge of impact of land and water use by people on wildlife populations
- Standard First Aid Certificate or Wilderness First Aid Certificate or willingness to obtain.
- PAL or willingness to obtain
- Wildlife Monitoring Certificate: Willingness to attend a training course in Terrace BC from March 28- April 18, 2016. This program introduces the concepts around wildlife monitoring and the skills needed to perform the associated duties. The program emphasizes the need to act and perform duties in a professional manner and with the importance of health and safety.

Experience/Skills

- Ability to educate others on proper hunting techniques and harvesting practices
- Ability to use GPS software such as ArcView
- Ability to read and understand various topographical maps
- Ability to use firearms
- Ability to recognize animal signs
- Ability to be self-sufficient in the wilderness
- Ability to use satellite phone, atv, and snowmobiles
- Valid driver's license and clean drivers abstract
- The successful candidate will also possess knowledge of the Tahltan Nation; preference will go to a Tahltan member.

Proficiencies

- Ability to function in a cross-cultural environment
- Ability to communicate effectively and diplomatically, both verbally and in writing, with co-workers, Tahltan citizens, community residents, and with outside agencies, partners and business associates
- Outstanding 'people skills'

Position Expectations

This is a full-time position. Given the nature and timing of activities and responsibilities, evening and weekend work as well as travel will be required at times.

Compensation

Commensurate with a candidate's experience and capabilities.



Coastal Stewardship Network



JOB POSTING

Regional Monitoring System Coordinator

About Us

Coastal First Nations – Great Bear Initiative (CFN) is an alliance of First Nations on BC's North and Central Coasts and Haida Gwaii that work together to assert territorial governance authority, build stewardship capacity, develop and implement land and marine plans, and develop sustainable economic opportunities. The Coastal Stewardship Network (CSN) is a part of CFN and provides programming for stewardship staff of member First Nations, including managing a regional monitoring system (RMS). In response to direction from stewardship staff, the RMS was developed in 2009 and its goals were to: provide a standardized approach to monitoring priority environmental stewardship issues at the regional scale; create tools for Nations to collect, store, and retrieve their data; compile and analyze coast-wide data for use by member Nations; and empower each Nation to use its information in planning and decision-making. Nations began collecting data using the RMS in 2010, and each year the system has been expanded to include more tools and indicators. Last year, we completed a third party evaluation of the RMS. We are currently initiating a redesign and redevelopment of the RMS to: implement the recommendations from the evaluation, incorporate monitoring for land and marine plan implementation, and improve the data management system.

Position Summary

The RMS Coordinator will be part of the Coastal Stewardship Network team. Working with the Program Manager, Data & Systems Analyst, and Training & Outreach Coordinator, the RMS Coordinator will be responsible for supporting communities in using the current RMS and RMS data, coordinating the design and development of RMS 2.0, and transitioning communities to and supporting them in using RMS 2.0.

Duties & Responsibilities

- Work with Guardian Watchmen and others to plan monitoring activities, improve data quality, and troubleshoot issues with data and data collection
- Support First Nation stewardship staff in accessing, analyzing, and using RMS data for reporting, resource management, and decision-making
- Assist with the development of RMS training tools and materials and deliver on-the-job and workshop-based training to First Nation stewardship staff
- Work with other regional and sub-regional organizations and First Nations to coordinate the use of the RMS for land and marine plan implementation
- Assist consultants to undertake a community design process for RMS 2.0
- Assist with the implementation of appropriate data sharing protocols

- Analyze RMS data and develop reports at both the individual First Nation and regional scales
- Evaluate RMS on an ongoing basis, providing recommendations for and support in making changes, including to indicators, methods, hardware, and software
- Liaise with other organizations involved in research and monitoring on the Coast and support partnerships that improve the RMS and/or build capacity
- Organize, facilitate, and make presentations at meetings, workshops, and conferences
- Prepare communications, including reports, newsletter articles, and social media
- Contribute and provide support to the broader CSN vision and initiatives

Qualifications

- A Master's degree in a relevant discipline, such as biology, oceanography, resource management, or environmental science
- Experience developing and implementing environmental monitoring systems, including collecting, managing, analyzing, and visualizing scientific, geographic, and/or monitoring data
- Experience working with First Nation communities and with Indigenous knowledge
- Knowledge of land and/or marine planning processes, First Nations governance structures and processes, and relationships between First Nations and other governments in BC
- Excellent written, oral, and interpersonal communication skills
- Experience organizing, facilitating, and making presentations at meetings and other events
- General competence with computers, software, and other information technology
- Ability to build relationships and work effectively with limited supervision and as part of a team
- Experience with training, GIS, and/or computer programming would be assets, as would experience working on the Central & North Coasts of BC

Other combinations of education and experience may be considered.

Terms of Employment

- This is a full time contract position that will be reconfirmed on an annual basis. The start date will be as soon as possible.
- The position reports to Jana Kotaska, Program Manager, Coastal Stewardship Network.
- The successful candidate will work remotely and ideally be located in Vancouver or on Southern Vancouver Island.
- The position will require a significant amount of travel to Vancouver and to communities on the Central and North Coasts of BC and Haida Gwaii. Travel expenses will be covered.

To Apply

Please send a resume and cover letter to Jana Kotaska, Program Manager, Coastal Stewardship Network: jkotaska@icloud.com

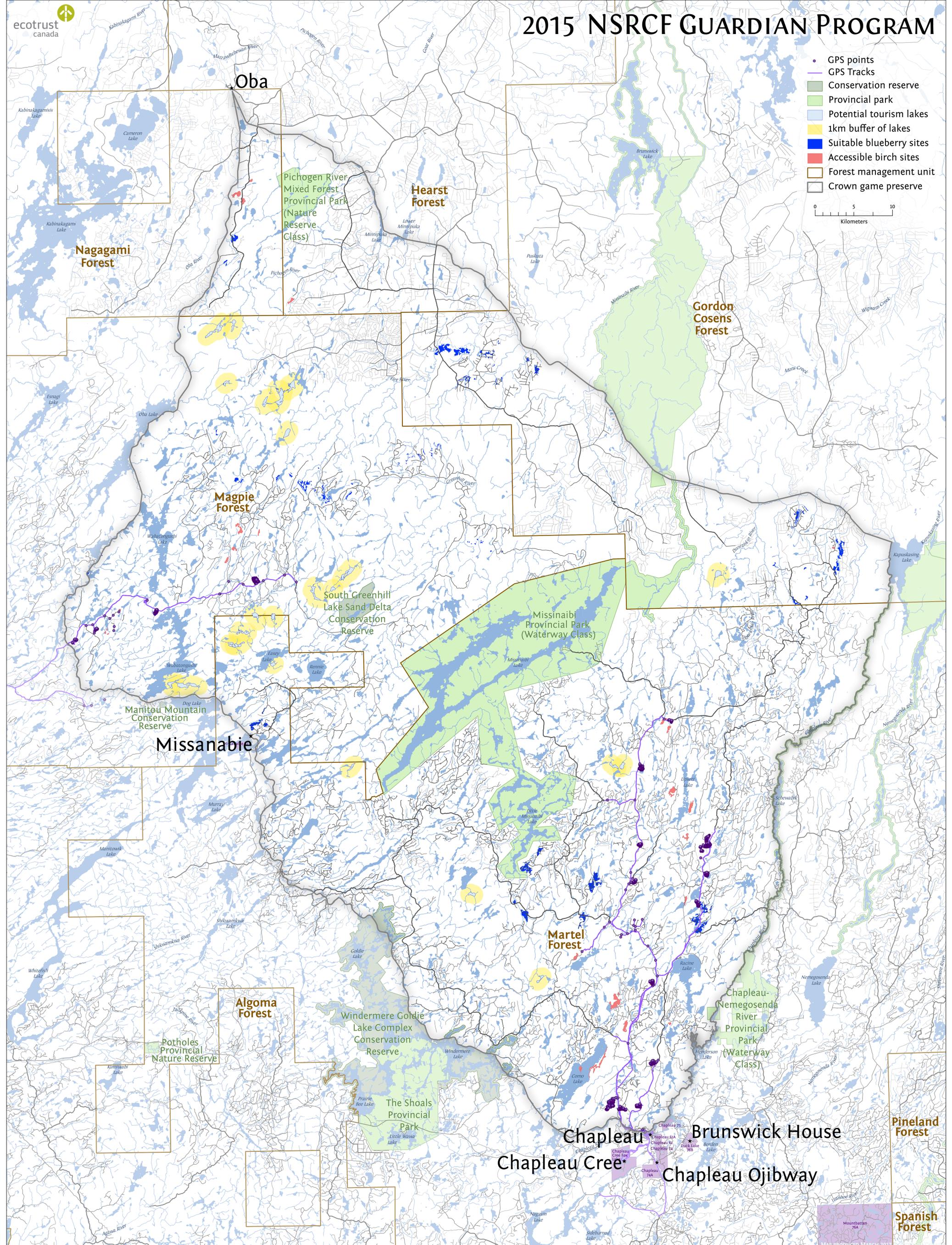
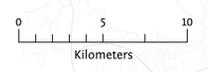
Application deadline is February 22, 2015

Appendix

The following pieces are included:

What	Rationale
Map of areas covered in 2015	Shows the areas covered in the Chapleau Crown Game Preserve, when focus was to groundtruth areas that were thought to have high birch abundance.
Examples of data sharing agreements	Example of how to structure agreement for data confidentiality and sharing
Draft protocol for special sites	Template used for Manitou Mountain, which could be referred to if Guardians come across other special sites.
Draft protocol for consultation	Template that could be built upon for future
Training delivered to Coastal Guardian Watchmen	Training delivered to two cohorts, providing example of types of courses for stewardship technicians and Guardians. It should be noted that some of the training is specific to marine and coastal environments.
Participant information form	Example of basic information to collect from each Guardian and have on file.
Mileage tracking	Form as example of one template to be used for tracking mileage, particularly useful if personal vehicles are being used and compensation is provided.

- GPS points
- GPS Tracks
- Conservation reserve
- Provincial park
- Potential tourism lakes
- 1km buffer of lakes
- Suitable blueberry sites
- Accessible birch sites
- Forest management unit
- Crown game preserve



Confidentiality & Data Sharing Agreement
between
Ecotrust Canada
and the
Northeast Superior Regional Chiefs' Forum

Confidentiality

Ecotrust Canada understands that some of the information collected during a mapping exercise may be proprietary and that the NSRCF members may have concerns about releasing some information publicly. Ecotrust Canada recognizes this and agrees that they shall consider all information, communications, and materials obtained pursuant to this agreement to be privileged and the fully confidential property of the NSRCF, with an exception only to data which has been provided by Ecotrust Canada. As such, Ecotrust Canada shall not disclose to any party whatsoever, during the term of this Agreement or any time thereafter, without prior consent by the NSRCF.

Data Sharing

Ecotrust Canada recognizes the need for care and security with which all digital data must be handled. Ecotrust Canada recognizes that the NSRCF maintains ownership over the digital data, and maintains its right to have the shared data returned or destroyed at any time. All data handled under this agreement will be housed within Ecotrust Canada's Vancouver office, and at the option of the NSRCF, destroyed after completion of the project or work plan. Any use of these data will fall within agreed upon work plans or projects. Any external requests for data or access to individual data sets must be forwarded to the NSRCF.

Confidentiality & Data Sharing Agreement

between
Ecotrust Canada
and
Tembec

In November 2014 representatives of the Northeast Superior Regional Chief's Forum (NSRCF) and Ecotrust Canada agreed to embark on a project to work cooperatively on designing a conservation economy (see appendix) in the Chapleau Crown Game Preserve (CCGP). The specific project has received funding from Natural Resources Canada, through the Aboriginal Forestry Initiative (AFI), to collect the current and necessary information and provide technical support to inform a solid management plan and decision support in the CCGP. The objectives specifically include:

1. Engaging adjacent Aboriginal communities in the identification of areas of cultural and traditional significance;
2. Identifying areas of high potential for non-timber-forest products economic development; (prioritizing for berry, mushroom and birch syrup harvest)
3. Understanding the scope of current timber harvesting activity – and associated infrastructure that may support alternative economic development in future;
4. Establishing a shared understanding of significant ecological areas and features;
5. Building capacity and skills in Aboriginal youth;
6. Completing multi-format products to inform forest management and land management planning.
7. Provide business and forestry technical support to forest management planning.
8. Complete at least one feasibility study for an adjacent/complementary economic development activity on tenured lands.

Pursuant to these objectives is the need to acquire high resolution datasets that will allow us to scale our analyses to the region, within and surrounding the CCGP. It is our goal that the outcomes of this project will benefit the region as a whole by laying out potential economic alternatives to a timber-based economy.

Data Security and Storage

Ecotrust Canada will house the data at their head office in Vancouver, British Columbia in a secure environment. Viewing of the data will be limited to the project members. The data will be securely stored on one or more of the following media:

1. Workstation Hard disk drives restricted to authorize users by requiring logon to the local workstation using a unique user ID and password.
2. Network server. Data stored on hard disks mounted on network servers and made available through shared folders. Access to the data will be restricted to authorized users through the use of access control lists which will grant access only after the authorized user has authenticated to the network using a unique user ID and complex password.

3. USB portable storage disk. Data provided by Tembec on USB portable storage will be used on local workstation or mounted network drives and will not be transported out of a secure area.

Tembec reserves the right to reject the aforementioned methods for data security and storage. If Ecotrust Canada requires an alternate method for storage and security, not covered in the agreement, Ecotrust Canada will follow the necessary protocols to gain permission.

Data Sharing and Use

Ecotrust Canada recognizes the need for care and security with which all digital data must be handled.

- a) Ecotrust Canada recognizes that Tembec maintains ownership over the digital data, and maintains its right to have the shared data returned or destroyed at any time.
- b) All data handled under this agreement will be housed within Ecotrust Canada's Vancouver office, and at the option of Tembec, destroyed after completion of the project or work plan.
- c) Any use of these data will fall within agreed upon work plans or projects.
- d) Ecotrust Canada will not re-disclose or duplicate these data unless specifically authorized by Tembec.
- e) Ecotrust Canada will not update or change any of Tembec data when used for the analyses specific to this project.
- f) Any external requests for data or access to individual data sets will be forwarded to Tembec.
- g) Should Ecotrust Canada publish or make their reports public, Tembec will have the authority to allow or disallow the content that is included in the report.

Ecotrust Canada is very encouraged by the prospect to work with Tembec in creating a stronger and more prosperous region in and around the CCGP. If you have any questions regarding the contents of the agreement please contact us immediately.

Brenda Reid-Kuecks, President, Ecotrust Canada
604-682-4141 ext 202
Ecotrust Canada, 90-425 Carrall Street
Vancouver BC, V6B 6E3

Tembec Representative

Signature

Printed Name

Title

Date

Ecotrust Representative

Signature

Printed Name

Title

Date

Northeast Superior Regional Chiefs' Forum (Draft) Sacred Sites Protocol

Whereas Aboriginal rights in Canada are protected by international law, Treaty, section 35 of the *Constitution Act, 1982* and numerous Supreme Court of Canada rulings; and

Whereas the Supreme Court of Canada has ruled that an Aboriginal right includes practices, customs and traditions that are integral to the distinctive culture of the Aboriginal group claiming the right; and

Whereas the Inter-American Court of Human Rights has ruled that the close ties of indigenous people with the land must be recognized and understood as the fundamental basis of their cultures, their spiritual life, their integrity, and their economic survival; and

Whereas Aboriginal spiritual beliefs are rooted in the land, with sacred sites being the taproots of this worldview; and

Whereas several Aboriginal sacred sites exist within the territorial area of the Northeast Superior Regional Chiefs' Forum (NSRCF), with Manitou Mountain being the most important; and

Whereas the NSRCF Chiefs-in-assembly fully supports Missanabie Cree First Nation's commitment to play a leadership role in the protection of the spiritual integrity of Manitou Mountain, and other sacred sites within the NSRCF territory; and

Whereas section 92 of the *Constitution Act, 1982* identifies provincial jurisdiction over lands and resources, thereby establishing provincial obligations to protect Aboriginal sacred sites; and

Whereas the spiritual integrity of sacred sites within the NSRCF territory, including Manitou Mountain, have been compromised due to the lack of an effective provincial policy framework, a lack of public awareness as well as the issuance of various land tenure instruments such as forest harvesting licences, mining claims, land use permits and leases; and

Whereas Ontario needs to better understand why sacred sites are important as a prerequisite to working better with First Nations on the development of sacred sites policies and regulations; and

Whereas a number of provincial agencies and Aboriginal organizations have expressed an interest in working on the development and implementation of a Manitou Mountain Protection Plan.

Therefore Be It Resolved that the signatories to this Protocol as well as the agencies they represent agree to work collaboratively on the development of a Manitou Mountain Protection Plan in support of addressing the aforementioned issues and obligations.

Be It Further Resolved that the signatories to this Protocol agree that the Manitou Mountain Protection Plan development and implementation process shall be:

- Guided by the Grandmothers and Grandfathers of Manitou Mountain;
- Coordinated by Missanabie Cree First Nation on behalf of the NSRCF;
- Facilitated with the assistance of the NSRCF Elders Committee;
- Resourced to the extent possible by provincial agencies; and
- Approved, at a minimum, by the organizations whose representatives are signatory to this Protocol.

Signed this _____ day of _____, 2010.

Chief Kim Rainville
Missanabie Cree First Nation

Chief Keeter Corston, Chapleau Cree First Nation
NSRCF Chairman

XXXXX
Ontario Ministry of Natural Resources

XXXXX
Ontario Ministry of Northern Development, Mines and Forestry

XXXXX
Ontario Ministry of Culture



Northeast Superior Regional Cl

Chapleau Crown Game P

Consultation and Accom.....

Second Draft

February, 2012

1.0 Preamble

Whereas member First Nations of the Northeast Superior Regional Chiefs' Forum (NSRCF) have a special relationship with the land, as prescribed by Aboriginal Natural Law; and

Whereas section 35 of the *Constitution Act, 1982* recognizes and affirms the existing Aboriginal and Treaty rights of the Aboriginal peoples of Canada; and

Whereas member First Nations of the NSRCF possess Aboriginal and Treaty Rights over lands and resources within their respective and shared traditional territories, including but not limited to the Chapleau Crown Game Preserve (CCGP); and

Whereas the NSRCF member First Nations support a regional coordinated approach to Aboriginal consultation and accommodation within the CCGP given their shared territorial interests in the land and their shared ancestry; and

Whereas the Supreme Court of Canada has established as a means of reconciliation that Aboriginal peoples asserting Aboriginal and Treaty rights must be consulted and accommodated prior to occurrence of any Crown decisions, conduct or activities that may have impact on the rights and interests of Aboriginal peoples; and

Whereas the NSRCF and its member First Nations are ready, willing and able to engage in consultations and, if appropriate, be accommodated with respect to any and all decisions, conduct and activities that have the potential to have an adverse effect on Aboriginal and Treaty Rights and spiritually based stewardship obligations respecting lands and resources within the CCGP; and

Whereas the Crown and private sector parties seeking to carry on activities within the CCGP should only do so in accordance with this Law and with the free, prior and informed consent of the NSRCF and its member First Nations.

Therefore be it resolved that this Consultation and Accommodation Law is invoked by the NSRCF Chiefs-in-assembly, supported by Band Council Resolutions from each of the five NSRCF member First Nations of Brunswick House First Nation, Chapleau Cree First Nation, Hornepayne First Nation, Michipicoten First Nation and Missanabie Cree First Nation.

2.0 Name and Adoption of this Law

- 2.1 This Law shall be known as the Northeast Superior Regional Chiefs' Forum (NSRCF) Consultation and Accommodation Law.
- 2.2 This Law was adopted by the NSRCF Chiefs-in-assembly and the Chiefs and Councils of its member First Nations and is in force effective _____.

3.0 Aboriginal and Treaty Rights

- 3.1 For the purposes of this Law, the term "Aboriginal and Treaty Rights" is used generically in a manner consistent with the use of that term in section 35 of the *Constitution Act, 1982*.
- 3.2 Nothing in this Law shall be construed as to limit any consultation or accommodation obligations owed to the NSRCF and its member First Nations by the Crown or any proponent.
- 3.3 Nothing in this Law or any actions, activities, decisions or authorizations hereunder shall derogate from the Aboriginal and Treaty rights of the NSRCF member First Nations; and this Law and all said actions, activities, decisions or authorizations are without prejudice to any claim or claims asserted by NSRCF member First Nations to Aboriginal and Treaty rights.
- 3.4 Nothing in this Law absolves the Crown of any obligation to consult with the NSRCF and its member First Nations and to accommodate these rights in accordance with the *Constitution Act, 1982*.
- 3.5 This Agreement is without prejudice to the rights of the NSRCF and its member First Nations to enter into negotiations with the federal or Ontario provincial governments or their branches, departments or agencies which may deal with matters not triggering this Law, such as, but not limited to:
- a) Co-management, co-jurisdiction and co-existence arrangements; and
 - c) Self-government arrangements.

4.0 Purpose and Application

- 4.1 This Law is supported by the NSRCF's understanding of Natural Law as well as the respectful application of Canadian law, and the principles of good governance.

- 4.2 This Law outlines how meaningful consultation on development projects and decisions can take place within the CCGP between the NSRCF, its member First Nations, the Crown and project proponents, represented geographically by the map located in Appendix 1 (to be developed).
- 4.3 This Law provides CCGP resource shareholders and stakeholders with clarity and certainty about how Aboriginal and Treaty rights will be respected and, if necessary, accommodated in all stages of development projects and decisions within the CCGP.
- 4.4 The consultation and accommodation process set out in this Law is intended to support the concept of First Nation consent regarding resource decision-making within the CCGP and to be a basis for negotiating compensation or accommodation for the impacts on Aboriginal and Treaty rights as a way to reconciliation.
- 4.5 This Law applies to all “impacts”, which includes any and all actions, undertakings, activities, conduct, decisions or projects, existing or proposed, which have the potential to adversely affect the rights and interests of the NSRCF and its member First Nations unless otherwise expressly provided, any impacts that have not been reviewed and processed under this Law shall be deemed to not have been the subject of meaningful consultations with the NSRCF and its member First Nations.
- 4.6 The NSRCF and its member First Nations request that the Crown and project proponents respect this Law.
- 4.7 Without limiting the generality of the foregoing, this Law applies to:
- a) The “Crown”, which includes the Crown in right of Ontario or the Crown in right of Canada, and their respective ministries, agencies, or Crown corporations;
 - b) Municipalities within the NSRCF traditional territory; and
 - c) Any proposed development activities on the NSRCF traditional territory.
- 4.8 This Law also applies to private sector parties undertaking or who propose to undertake exploration or development activities within the NSRCF traditional territory who wish to enter directly into consultations with NSRCF member First Nations.
- 4.9 For greater certainty, the term “proponent” includes the Crown as well as municipal and private sector parties.

- 4.10 Notwithstanding any previous decisions or practices of the NSRCF or its member First Nations or any decisions, authorizations or discussions by any other body purportedly on behalf of these communities, whether express or implied, the point of engagement for any consultations and accommodations associated with activities within the CCGP is the NSRCF.
- 4.11 Unless otherwise expressly provided pursuant to this Law, only the Chief and Council of the respective NSRCF member First Nations have the authority to authorize or approve any impacts or accommodation measures associated with this Law.

5.0 Guiding Principles for Meaningful Consultation

- 5.1 **Reconciliation** – The principle of reconciliation shall govern and guide any and all consultations and accommodations undertaken pursuant to this Law.
- 5.2 **Honour of the Crown** – The Crown, in all its dealings with NSRCF member First Nations, must uphold the honour of the Crown, and undertake consultations honestly, transparently and in good faith.
- 5.3 **Good Faith** – NSRCF member First Nations and all proponents engaging in consultations shall do so in good faith.
- 5.4 **Environmental Protection and Sustainable Development** – A paramount consideration with respect to any impact is the extent to which it will harm the environment and the sustainability of the development.
- 5.5 **Accommodation** – In fulfilling its obligation to consult under the law, the Crown shall inform, listen-to and faithfully reflect and accommodate the concerns and views of the NSRCF and its member First Nations with respect to any impact within the CCGP.
- 5.6 **Sharing in Resource Benefits** – It shall be an over-riding principle that NSRCF member First Nations are entitled to share in the benefits from any impacts and opportunities within the CCGP.

6.0 Definitions

- 6.1 **Aboriginal Rights** means the Aboriginal or Treaty rights of the NSRCF member First Nations and their citizens and the ability to exercise such rights, or asserted

Aboriginal or Treaty rights protected under section 35 the *Canadian Constitution*, 1982.

- 6.2 **Crown** means either or both of the governments of Canada and Ontario and its component parts and agents, as well as its designates.
- 6.3 **Decision** means a decision, permit, approval, policy, plan, or procedure being considered by the Crown which will directly affect the authorization or regulation of a project or activity.
- 6.4 **Development** means the use, taking, or removal of land, energy (wind, water, hydrocarbon or other forms), water, mineral, forest, fisheries, wildlife, or other resources, and the associated infrastructure to support such activity (such as roads, transmission lines, etc.).
- 6.5 **Impact** means any change or effect that any aspect of a development project, activity or decision may have on the cultural, spiritual, environmental, social or economic value of the land within the CCGP.
- 6.6 **Project** means any activity pursuant or incidental to anything authorized or ordered by the Crown, or that the Crown is considering authorizing or ordering which may have an impact on the CCGP.
- 6.7 **Proponent** means the party that proposes to undertake or is undertaking a development project or decision within the CCGP. In some cases, such as public policy changes, land and resource management planning processes, or when the Crown proposes a project, the Crown may be the proponent under this Law. This definition also includes Aboriginal proponents, including NSRCF communities and members.

7.0 Responsibilities

7.1 Crown Responsibilities

- 7.1.1 Fundamentally, it is the responsibility of the Crown to operate in good faith and uphold the honour of the Crown, and fulfill its duties with respect to Treaty and Aboriginal rights. In practice, in the context of all development projects and decisions which may impact the NSRCF and its member First Nations, this entails:
- a) Actively participating in, and abiding by the terms of, the consultation and accommodation process set out in the Law;
 - b) Acting with honour, integrity, fairness, and in good faith, when dealing with the NSRCF and its member First Nations;

- c) Providing full and ongoing disclosure of information with respect to the project or decision of interest;
- d) Consulting with an intention to accommodate NSRCF concerns, when possible at an early stage in the planning, by attempting to mitigate impacts or infringements on Aboriginal rights, and limit damage done to the biophysical environment of the CCGP;
- e) Undertaking and disclosing to the NSRCF an assessment of the extent of its duty to consult;
- f) Taking a leadership and oversight role in the consultation and accommodation process, consistent with the role and duty of the Crown;
- g) Providing early and ongoing opportunities for the NSRCF and its member First Nations to voice concerns, comment on key outputs of any decision-making and planning process, and have a meaningful and influential role in the decision-making and planning process;
- h) Adjusting timelines of development projects or decisions, without causing undue hardship to the Crown or any proponent, until such time as the NSRCF and its member First Nations have fully participated in, considered and identified its concerns, and had these concerns accommodated with respect to such projects or decisions by either the Crown or the proponent, as applicable;
- i) Ensuring the consultation and accommodation process is adequately and securely funded, and providing funding to the NSRCF for this purpose where applicable; and
- j) Ensuring the consultation and accommodation process is coordinated amongst all levels of government.

7.2 Proponent Responsibilities

7.2.1 Proponents may have been delegated procedural aspects of consultation by the Crown, and have a moral imperative and business interest in engaging the NSRCF and its member First Nations in meaningful consultation about any development project or decision they are pursuing which may have an impact on Aboriginal and treaty rights within the CCGP.

7.2.2 The NSRCF and its member First Nations consent for projects within the CCGP, if provided, is an important component of project feasibility and sends an important message to investors and/or stakeholders. Proponents are therefore urged to abide by the following in going forward with a meaningful consultation and accommodation process with the NSRCF:

- a) Actively participating in, and abiding by the terms of, the consultation and accommodation process set out in the Law;
- b) Acting in good faith when dealing with the NSRCF and its member First Nations;

- c) Providing full and ongoing disclosure of information with respect to the project or decision of interest, and potential impacts;
- d) Consulting with an intent to accommodate the concerns of the NSRCF and its member First Nations, by attempting to mitigate or compensate for impacts or infringements on related rights, and limit damage done to the biophysical environment within the CCGP;
- e) Adjusting timelines of the development project or decision to allow the NSRCF and its member First Nations adequate time to fully participate in, consider and identify its concerns, and respond to the consultation and accommodation process;
- f) Seeking out opportunities to increase NSRCF comfort with or trust in the project, through means such as community environmental monitoring, community liaison or oversight committees or staff, a role in the proponent's project planning and decision-making, etc...;
- g) Seeking out opportunities to increase NSRCF and member First Nation capacity and benefits arising from the project such as economic and human development opportunities, support for community strategic or economic development planning or community-based land-use planning, etc...; and
- h) Entering into and actively participating in dispute resolution processes, if necessary, to reach a mutually acceptable agreement to accommodate NSRCF and member First Nation concerns.

7.3 NSRCF and Member First Nation Responsibilities

7.3.1 The NSRCF will fulfill the following responsibilities in upholding the integrity of this Law, as an expression of its ultimate responsibility to assist its member First Nations in protecting their rights and discharging their responsibilities with respect to the CCGP:

- a) Actively participating in, and abiding by the terms of, the consultation and accommodation process set out in the Law, including those terms agreed to in project-specific consultation work plans;
- b) Acting with honour, integrity, and good faith when dealing with the Crown and proponents;
- c) Sharing information provided by the Crown and proponents about the project or decision of interest with its members, as applicable;
- d) Where applicable, assistance and/or advice in gathering the views and perspectives of its member First Nations on the development project or decision of interest;
- e) Entry and active participation in dispute resolution processes, if necessary, to reach a mutually acceptable agreement to accommodate member First Nation concerns.

- f) Suggesting ways that the Crown or proponent could adjust timelines to allow the NSRCF and its member First Nations adequate time to fully participate in, consider and identify its concerns, and respond to the consultation and accommodation process;
- g) Suggesting opportunities to increase NSRCF and member First Nation comfort with or trust in the project; and
- h) Suggesting opportunities to increase NSRCF and member First Nation capacity and benefits arising from the project.

8.0 Consultation Triggers

- 8.1 The consultation and accommodation process set out in this Law is triggered when the Crown is contemplating any development project or decision, or is aware of any proposed development project by proponents within the CCGP.
- 8.2 Unless the NSRCF and its member First Nations otherwise decide, if any development project or decision is underway within the CCGP before consultation is completed and such consultation would have been triggered, the Crown, and where applicable the proponent, must undertake consultation and if applicable, accommodation of the rights and interest of the NSRCF and its member First Nations. The NSRCF expects the Crown to suspend such projects or decisions where to do so would not cause undue hardship to the Crown or any relevant proponent, until consultations are complete.
- 8.2 The requirement to consult under this Law is triggered by an “impact” by any proponent, which includes any action, undertaking, activity, conduct, decision or project, existing or proposed, which has the potential to adversely affect the rights and interests of NSRCF member First Nations. More specifically, and without limiting the generality of the foregoing, the following Crown impacts within the NSRCF traditional territory shall trigger consultations under this Law:
 - a) Crown resource and environmental strategic planning activities;
 - b) Crown sponsored or approved mapping or exploration activities;
 - c) The authorization of resource exploration, extraction or development activities by third parties or the issuing of licences, permits or approvals;
 - d) Disposing of any lands or interests in lands and resources, including issuances of letters patent or grants of fee simple;
 - e) Disposing of any rights to lands, including any and all leases, licences, permits or approvals;
 - f) All resource management and development activities including in the areas of forestry, mining and energy development;
 - g) The construction of any structures, roads, bridges or any infrastructure that has the potential for environmental impact;

- h) Undertaking any proposed activity with the potential to disturb or alter known archaeological / historical resources or heritage sites or sites of spiritual or cultural significance to NSRCF member First Nations;
 - i) Undertaking any land use planning or management actions or decisions, including adjusting municipal boundaries;
 - j) Any proposed developments or changes to Crown policies, procedures, guidelines, regulations and statutes pertaining to the CCGP; and
 - k) Any other area that is defined by court rulings.
- 8.3 Any impact by any municipality or private sector party will trigger consultations and it is incumbent on all proponents to notify the NSRCF when it is aware or ought to be aware of any such impacts.

9.0 Consultation Framework

- 9.1 The following procedures are to be followed for all consultations except where, by prior agreement between the NSRCF or respective NSRCF member First Nations and the lead proponent, the procedures may be modified to address specific circumstances.
- 9.2 A regular approach to consultations shall be used for routine applications and for applications where the potential for impacts and damages are determined by the NSRCF in its sole discretion to be not significant.
- 9.3 A special consultation framework shall be used in cases where a custom designed process is deemed to be best suited for complex applications and where there is potential for significant impacts from the proposed activities. The special consultation framework shall apply to, but not limited to, forest management plans, mining development applications, hydroelectric proposals and government land use planning processes.
- 9.4 The special consultation framework shall require the parties to enter into a formal consultation protocol, which shall be negotiated and mutually agreed upon by the parties and which shall set out in detail the consultation process to be undertaken with respect to the matters under review.
- 9.5 The special consultation framework may require the development of a Joint Consultation Committee, composed of representatives from NSRCF member First Nations, the NSRCF Elders' Council and the proponent. If required, the Joint Consultation Committee shall meet on a regular basis to make recommendations about the means to accommodate NSRCF or respective member First Nation interests, including but not limited to the negotiation of a Resource Benefit Agreement and/or a Co-Management Agreement.

- 9.6 NSRCF and NSRCF member First Nations retain the rights to re-assign a proposal from a regular consultation framework to a special consultation framework, through a written notice to the proponent.

10.0 Regular Consultation Approach

10.1 Step 1: Giving Notice of Consultation

- 10.1.1 A regular consultation and accommodation approach flow chart is shown in Figure 1 which summarizes the process (to be developed).

For The Proponent:

- 10.1.2 The proponent shall communicate its intention to consult by issuing a Notice of Consultation letter to the NSRCF in a timely manner and in clear, concise and understandable language.
- 10.1.3 The Notice of Consultation letter shall be provided at an early stage of planning, prior to undertaking any activity which affects the rights or interests of the NSRCF and NSRCF member First Nations.
- 10.1.4 The Notice of Consultation letter shall contain relevant information and material facts in sufficient form and detail to assist the NSRCF and its member First Nations to understand the matter in order to prepare a meaningful response. The Notice of Consultation should contain, but not be limited to, the following:
- a) Key proponent/Crown contact names and roles, in order of seniority;
 - b) Statement of the nature of the decision or project being considered;
 - c) The nature and scope of the proposed activity;
 - d) The timing of the proposed activity;
 - e) The location of the proposed activity;
 - f) How the proposed activity may affect the CCGP;
 - g) Who will be undertaking the activity;
 - h) A description of the consultation process, including intended activities, timelines, expectations and limitations, if any;
 - i) What documents, including applications, studies, assessments, policies are available to be reviewed which are pertinent to the proposed activity;
 - j) What collateral or related processes or approvals are currently underway that affect the activity;
 - k) Documentation of any deadlines or filing dates relating to the activity or the process; and
 - l) Any pertinent names, addresses and phone numbers for contacting the relevant decision makers and those assisting the project.

- 10.1.5 The geographic area of interest and proposed activities shall be mapped and submitted with the Notice of Consultation. If the map is provided in a digital format, it shall be compatible with software being used by the NSRCF.
- 10.1.6 Should the NSRCF or its member First Nations require additional information to assess the benefits and risks of the impact, the NSRCF or its member First Nations may conduct new research to fill information gaps, undertake field visits, and obtain legal and technical reviews. The full cost of obtaining such additional information shall be borne by the proponent.
- 10.1.7 The NSRCF will generally respond within 5-10 business days to the request for a meeting, and will arrange for the meeting at a location agreeable to both parties. If such response does not occur within the aforementioned time period, the proponent cannot assume that the NSRCF has no concerns with the Project and will need to contact the NSRCF to confirm that the notification was received.
- 10.1.8 The NSRCF or any of its member First Nations may request a face-to-face meeting to discuss the Notice of Consultation with the proponent, with or without the presence of legal counsel and/or technicians. The full cost incurred for the NSRCF or its member First Nations to prepare for and host a face-to-face meeting shall be borne by the proponent. A statement of these costs shall be made available to proponents at the onset of the process.
- 10.1.9 If a proponent fails to provide a Notice of Consultation to the NSRCF, the NSRCF shall give the proponent a written notification of the failure and set a time within which the proponent shall comply with this Law.

For The Crown:

- 10.1.10 Before any development project or decision is commenced or approved, and early in any consideration or planning cycle, the responsible agency of the Crown must notify and inform the NSRCF of the proposed project or decision by way of letter containing the information set out above.
- 10.1.11 In most cases, the NSRCF will confirm their notification of such letters within 5-10 business days. If such confirmation does not occur within the aforementioned time period, Crown representatives need to contact the NSRCF to confirm that the notification was received.

10.2 Step Two- Initial Determination and Notification of Interests (NSRCF)

- 10.2.1 The NSRCF shall respond to the Crown's letter of notification with a Notification of Interests Letter, indicating whether the proposed development project or

decision has a potential impact on the CCGP. If the NSRCF believes that the project or decision will not impact on Aboriginal rights, the Crown and the proponent will be notified by letter of NSRCF consent, and any associated conditions.

10.2.2 The Notification of Interests Letter will generally be issued within 30 days from receipt of the Crown's notification letter if this is the case, at which point the consultation and accommodation process would then be considered completed.

10.2.3 If the NSRCF feels that the proposed development project or decision has the potential to impact on the CCGP, then additional steps in the consultation and accommodation process need to be completed, as outlined below.

10.3 Step Three- Preparation and Implementation of a Project-specific Consultation Workplan and Budget (if required)

10.3.1 In the event that that NSRCF identifies potential impact(s) within the CCGP, it may require further information, expertise, and time to analyze the information prior to providing their response. The NSRCF may also require additional resources of either the Crown or the proponent to conduct its review and analysis of the proposed development project or decision. It is at this point that NSRCF may seek to establish a mutually agreeable project-specific consultation work plan and budget with the Crown and/or proponent. The process for this will be as follows:

- a) The NSRCF will notify the Crown and proponent that a project-specific consultation work plan and budget is required, and will describe its initial needs for further information, expertise, time, and financial resources to participate meaningfully in the consultation process;
- b) The NSRCF will prepare a draft project-specific work plan and budget for supporting meaningful participation of the NSRCF and its member First Nations in the consultation process, and provide it to the proponent for review;
- c) The NSRCF will arrange a meeting at a mutually agreeable time and location with the Crown and/or proponent to discuss and agree upon the terms of the consultation work plan and budget. Further meetings may be required if no agreement can be reached at this point, and whose cost will be added to the consultation budget;
- d) Upon reaching agreement on the terms of a project-specific consultation work plan and budget, the Crown and/or proponent will prepare and send a final version to all parties to the agreement, including the NSRCF; and
- e) The final consultation work plan and budget are then to be implemented, and amended periodically as required.

10.3.2 The consultation work plan may consist of any of the following elements, as applicable:

- a) A list of contact persons for all parties to ensure proper and effective communication;
- b) NSRCF and member First Nation information requirements, their formats, content, and timing;
- c) Information required from the NSRCF and its member First Nations, how it should be collected and provided;
- d) Requirements of the NSRCF for expertise, or legal advice or input, when it is required and for how long;
- e) Consultation and negotiation meetings, their locations, formats, participants, goals, and timing;
- f) Internal community consultation requirements, their locations, formats, goals, participants, and timing;
- g) NSRCF requirements for commenting on and participating in environmental assessments and/or other regulatory processes related to the development project or decision; and
- h) Mechanisms for implementation, monitoring and follow-up during the life of project development.

10.3.3 The consultation work plan budget may consist of any of the following elements, as applicable:

- a) Expenses to collect, copy, and disseminate information;
- b) Expert fees and expenses;
- c) Legal fees and expenses;
- d) Fees or honoraria and expenses for NSRCF representatives (including youth and Elder participants or observers);
- e) Meeting costs;
- f) Internal community consultation costs; and
- g) Costs for the Chief and Council to attend any meeting that is specific to the project, which can include travel, honoraria or fees depending on the intensity of their involvement.

10.3.4 The NSRCF expects the Crown and proponent, if applicable, to abide by the terms of the final consultation work plan and budget, and for the Crown to cover the budgeted costs or to ensure that the proponent covers such costs. The NSRCF will in turn abide by said terms.

10.4 Step Four- Analysis and Statement of Impact (if required)

10.4.1 Once information about the project is fully disclosed and, if applicable, the consultation work plan has been implemented to the satisfaction of the NSRCF,

the NSRCF will carry out an analysis and issue a statement of the impact of the proposed development project or decision on its rights and wellbeing of the CCGP.

10.5 Step Five- Negotiation and Accommodation (if required)

- 10.5.1 Once an impact is identified, the Crown and/or the proponent shall enter into discussions with the NSRCF to determine how to reduce the impacts to satisfy NSRCF concerns. At this stage it may be necessary as a procedural matter, to invite the proponent to participate if they have not already participated up to this point.
- 10.5.2 This step in the process includes the negotiation of any type of environmental protection/monitoring agreement. The environmental and rights issues must be dealt with separate from and before economic benefits are negotiated.
- 10.5.3 If the analysis identifies that the proposed project or decision is determined to affect any identified sensitive sites, areas of traditional activities, or of environmental concern, the NSRCF has the option to consent to the project or decision as it pertains to that area. Such consent will be subject to the conditions to be negotiated. The NSRCF also has the option to request that the proposed project or decision does not take place.

10.6 Step Six- Negotiation of an Economic Agreement (if required)

- 10.6.1 If environmental concerns regarding the project can be addressed to the satisfaction of the NSRCF and its member First Nations, then the proponent and NSRCF may enter into negotiations to determine suitable economic development opportunities.

10.7 Step Seven – Implementation, Monitoring and Follow-up

- 10.7.1 The success of consultation and, where appropriate, accommodation measures will be realized in the implementation, monitoring and follow-up phase of the project. The Proponent or Crown shall discuss with the NSRCF an implementation plan, including monitoring the project to ensure that commitments are fulfilled and ongoing follow up.
- 10.7.2 The Proponent or Crown will maintain continued contact with the NSRCF throughout the life of the project to ensure that any new developments or impacts are dealt with promptly.

11.0 Confidentiality

- 11.1 Raw cultural data provided by the NSRCF or its member First Nations are the sole property of the NSRCF or its member First Nation. Any proponent requiring NSRCF cultural data shall be required to enter into a confidentiality agreement prior to reviewing the same.
- 11.2 All information collected by the NSRCF and its member First Nations shall be shared with the proponent, subject to entering into a confidentiality agreement and to solicitor-client privilege.

12.0 Dispute Resolution

- 12.1 Any dispute between the parties shall be resolved as follows:
- a) The matter shall be put to the NSRCF Chiefs-in-assembly and the senior representative of the proponent for a negotiated resolution. The NSRCF Chiefs-in-assembly reserves the right to involve the NSRCF Elders' Committee, or the Chief and Council of any NSRCF member First Nation, as appropriate, to assist in the resolution of the dispute.
 - b) If the NSRCF and senior representative of the proponent are unable to reach a negotiated resolution within 30 days, the matter shall be put to mediation. The mediator shall be an individual jointly agreed upon by both parties. The mediator shall attempt to reach a mediated resolution within 60 days of the matter being submitted to him or her.
 - c) If the parties are unable to agree to a mediator or if they are unable to reach a resolution as a result of mediation, then, the matter shall proceed to arbitration. The arbitration body shall be composed of one person if the parties are able to agree to one person; if not, then, each party shall name one arbitrator and the two shall name a third. The arbitrators shall make a decision on the dispute within 90 days of the matter being submitted to them.
- 12.2 The proponent shall bear all the costs of dispute resolution.

13.0 NSRCF Contact

- 13.1 All correspondence associated with the application of this Law, including but not limited to all written Notices of Consultation, shall be sent to:

NSRCF Consultation Coordinator

P. O. Box 400
Chapleau, Ontario, P0M 1K0

- 13.2 Inquiries may also be made to the NSRCF Consultation Coordinator via telephone at 705-864-0789 or via facsimile at 705-864-1760.



COASTAL STEWARDSHIP NETWORK

COASTAL FIRST NATIONS

GREAT BEAR INITIATIVE

First Nations Stewardship Technicians Training Program - Cohort 2

The following courses will be delivered in several two-week sessions over two years. Each course will be five days of applied learning, with two modules offered back to back.

Level 1 courses will be delivered on Quadra Island at the Hakai Institute and in Prince Rupert. Locations for Level 2 remain to be determined but will be held on the Central Coast, North Coast and/or Haida Gwaii. All exact dates to be confirmed.

Level 1 courses (October 2016 to March 2017)

Course Name	Brief Description
Compliance Communications and Resource Monitoring (Part 1 - RMOT 165)	Gain knowledge of environmental legislation, improve communication skills, and learn safety protocols for conducting field checks to monitor compliance.
Essential Field Skills (NREN 024)	Learn and improve skills such as taking field notes, using key field equipment, following safety protocols, collecting data, reading maps, and navigating.
Cultural Awareness	Focusing on First Nations of the North and Central Coasts and Haida Gwaii, learn about Indigenous laws, governance, understandings, and knowledge related to stewardship of the lands and seas. This course includes 2 field days offered in community and on the territory with Elders from your Nation during summer.
Water Monitoring Skills (NREN 025)	Water quality surveying and sediment and invertebrate sampling field procedures for both freshwater and marine sampling.
Small Motors Servicing and Electrical Systems (RMOT 151)	Introduction to the operation and maintenance of small two and four-stroke engines. Includes troubleshooting and field repair.
Indigenous Portfolio Course	Assess prior learning experiences through the development of a personalized portfolio and resume that will be built on throughout the training program.
Archeology and Culturally Modified Tree Inventory	Learn how to undertake archeological inventories that contribute to management plans for cultural and heritage protection.





COASTAL STEWARDSHIP NETWORK

COASTAL FIRST NATIONS
GREAT BEAR INITIATIVE

Level 2 courses (September 2017 to March 2018)

Course Name	Brief Description
Fish and Fish Habitat Monitoring Skills (NREN 026)	Includes fish identification, fish habitat assessments and field measurements, field hydrology, fish inventory methods, and biological sampling.
Land Monitoring Skills (NREN 023)	Standard vegetation, soil and wildlife sampling and monitoring field skills for forestry and other terrestrial applications.
Compliance Communications and Resource Monitoring (Part 2 - RMOT 165)	Gain knowledge of environmental legislation, improve communication skills, and learn safety protocols for conducting field checks to monitor compliance.
Interpersonal Communications and Leadership Skills Development	Interpersonal communication and leadership skills for working well on field crews, including personality types and leadership styles, well-functioning teams, dealing with difficult people, and conflict resolution.
Intro to Land and Marine Stewardship Case Studies (RMOT 251)	Intro to a range of First Nations resource management and protection topics from local experts, including marine and terrestrial wildlife habitat management and protection, ecosystem-based management, and marine plan implementation.
Construction Site Monitoring (NREN 022)	Standard environmental monitoring for construction sites, including site planning, erosion control, in-water construction, and environmental project field skills.
Intro to Parks and Protected Area Management (RMOT 202)	Examine park systems, management, facilities, and engagement of visitors and resource users. The module will include the BCIT Parks Administration course and exam

For more information, please contact Elodie Button, Training Coordinator, Coastal Stewardship Network (email: elodiebutton@gmail.com or phone: 250-532-0462).

We gratefully acknowledge the financial support of the Province of British Columbia through the Ministry of Aboriginal Relations and Reconciliation.





COASTAL STEWARDSHIP NETWORK

COASTAL FIRST NATIONS

GREAT BEAR INITIATIVE

First Nations Stewardship Technicians Training Program - Cohort 3

The First Nations Stewardship Technicians Training Program has been custom designed to give you the applied skills and knowledge required to work for your Nation in the growing field of resource stewardship or to broaden your skills and expertise in your current job. Potential employment opportunities include: Coastal Guardian Watchman, fisheries technician, heritage surveyor, or environmental monitor. This training provides university credits that can be applied toward further studies, as well as industry-recognized certificates.

Learning Goals:

- Develop certified field skills:
 - Archaeology and CMT inventory (RISC certification)
 - BC Parks Administration certificate (BCIT exam required to work as BC Park Ranger)
- Develop knowledge and experience in: monitoring environmental compliance, protected area management, and small motor servicing and electrical systems
- Earn credits toward VIU certificate and undergraduate programs in Natural Resource Management

Program Delivery:

- The program is offered as a one-level adapted program delivered in several one-week sessions over one year: Level 1 (November 2017 to March 2018)
- Tuition fees, learning resources, travel, and accommodation costs are supported





COASTAL STEWARDSHIP NETWORK

COASTAL FIRST NATIONS
GREAT BEAR INITIATIVE

Tentative Dates (*Exact dates to be confirmed)

Level 1 (Adapted)

Course Name	Brief Description	Date/Location *
Compliance Communications and Resource Monitoring (Part 1, RMOT 165)	Gain knowledge of environmental legislation, improve communication skills, and learn safety protocols for conducting field checks to monitor compliance.	Nov 7-11, 2017/ Prince Rupert
Cultural Awareness	Focusing on First Nations of the North and Central Coasts and Haida Gwaii, learn about Indigenous laws, governance, understandings, and knowledge related to stewardship of the lands and seas. This course includes two field days offered in community and on the territory with Elders from your Nation during summer.	Nov 13-11, 2017/ Prince Rupert
Archaeology and Culturally Modified Tree Inventory	Learn how to undertake archaeological inventories that contribute to management plans for cultural and heritage protection. Includes RISC Certification.	Jan 8- 12, 2018/ Prince Rupert
Compliance Communications and Resource Monitoring (Part 2, RMOT 165)	Gain knowledge of environmental legislation, improve communication skills, and learn safety protocols for conducting field checks to monitor compliance.	Jan 14- 18, 2018/ Prince Rupert
Intro to Parks and Protected Area Management (RMOT 202)	Examine park systems, management, facilities, and engagement of visitors and resource users. The module will include the BCIT Parks Administration course and exam	Feb 19-24, 2018/ Prince Rupert
Small Motors Servicing and Electrical Systems (RMOT 151)	Introduction to the operation and maintenance of small two and four-stroke engines. Includes troubleshooting and field repair.	Feb 26 - Mar 1, 2018/Prince Rupert
Closing Event: Grad Celebration		Mar 1, 2018/ Prince Rupert





COASTAL STEWARDSHIP NETWORK

COASTAL FIRST NATIONS

GREAT BEAR INITIATIVE

Admission Requirements:

- Eligible participants will include unemployed, underemployed, or employed but requiring skills upgrades members, employees and/or residents of First Nations communities on BC's north and central coast and Haida Gwaii
- Participants must have Grade 10 or higher, be 19 years or older, and be in good physical condition

Application Checklist:

Applications for the program require the following:

- CFN-GBI Application Form
- VIU Application for Admission Form (*please disregard mention of the application fee*)
- Resume and cover letter explaining why participant is interested in the program
- Two reference letters

Application and Additional Information:

Students or Nations wishing to obtain the additional Environmental Monitoring Certificate can make mention of this in their application, and we can seek funding to potentially provide it in 2017-2018.

Application forms and deadlines will be posted early May 2017.

For more information about cohort 3, please contact Dana Holtby, Training Coordinator, Coastal Stewardship Network, at dana.holtby@gmail.com or 250-532-2940.

We gratefully acknowledge the financial support of the Province of British Columbia through the Ministry of Aboriginal Relations and Reconciliation.



Guardian Program – Participant Information Form

Name: _____

Address: _____

Phone (home): _____

Phone (cell): _____

Email: _____

Date of birth: _____

First Nation: _____

Emergency contact: _____

Emergency contact phone: _____

Relation to you: _____

Allergies: _____

Existing medical conditions: yes no

If yes, please describe: _____

Available for fieldwork between July 23rd 2015 and September 30th 2015: yes no

If no, what dates are you unavailable: _____

Signature

Date

