



GWICH'IN RENEWABLE RESOURCES BOARD

news

Fall 2020



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who we are

The **Gwich'in Renewable Resources Board (GRRB)** was established under the guidance of the Gwich'in Comprehensive Land Claim Agreement (GCLCA) to be the main instrument of wildlife, fish and forest management in the Gwich'in Settlement Area (GSA).

who we work with

The GRRB works with its co-management partners - Gwich'in Tribal Council (GTC), Government of the Northwest Territories (GNWT), Environment and Climate Change Canada (ECCC), Fisheries & Oceans Canada (DFO) - to communicate with the public and encourage conservation of renewable resources in the GSA. The GRRB works in collaboration with the four Renewable Resources Councils (RRCs) in the four communities (Inuvik, Tsiigehtchic, Fort McPherson, and Aklavik) to educate and promote sustainability of resources within the GSA.

our mission

The GRRB works in cooperation with the Gwich'in people, governments and stakeholders and in accordance with the GCLCA to effectively protect, conserve and manage renewable resources in the GSA. It does this in a respectful, transparent, communicative and inclusive manner, using the best available traditional and scientific knowledge.

our vision

The GRRB is a model of renewable resources co-management. Working with its partners, the Board plays a leadership role in ensuring that the fish, forests and wildlife of the GSA remain healthy and sustainable.

our mandate

The GRRB is the main instrument of wildlife, fish and forest management in the GSA. The Board acts in the public interest, representing all the parties to the Gwich'in Comprehensive Land Claim Settlement - the Gwich'in, the people of the Northwest Territories and all Canadians.

Amy Amos executive director

Personal Mission Statement: I lead a team of dedicated experts to implement the Board's decisions and responsibilities in accordance with the land claim agreement. I am committed to building strong relationships with respect, compassion and integrity.

I am a Nihtat Gwich'in participant who was born in Inuvik and grew up in Halifax with my father, Wallace Thompson. My mother is Susie Thompson (Linklater/Kaye) from Aklavik. I am related to the Kaye and Stewart families.

I moved back to Inuvik in January 2006 to work at the GRRB and to reconnect with my roots. I was hired as a biologist and then promoted to Executive Director in 2009.

My main job is to ensure that the Board's direction is implemented at the staff level. My job description can be broadly categorized into personnel management, financial management, Board administration and liaison activities. This newsletter is a progress report for work activities from February through September.

COVID-19 update In response to the global pandemic, the GRRB office officially closed on March 18 and staff worked from home. We returned to the office on June 15 after the Government of the Northwest Territories (GNWT) **Emerging Wisely Plan (EWP)** was released. It included details that small offices needed to follow to open. We worked with the other groups on the second floor of the Alex Moses Greenland building to ensure that we had protocols in place to comply with the public health order.



Our communities have experienced many losses over the past months, some being people that we work with. It is already a hard time in the communities with COVID-19. The GRRB offers our condolences to the family and friends of the departed.

Personnel management I strongly believe that a positive work environment goes a long way. I am proud of our staff and of how well we work together. We are a dedicated and hard-working team. I encourage you to read all of our staff reports.

Permanent staff Cheryl Greenland (Office Manager) has been with us since 2009. Kaytlin Cooper (Species at Risk Biologist) has been with us since 2015. Sarah Lord (Fisheries & Forestry Biologist) and Édouard Bélanger (Wildlife Biologist) have both been with us since 2017. Steve Andersen (Stakeholder Liaison), our new hire, started in April 2020.

Term staff Laurence Carter started in August 2020 as our Management Plan Coordinator (MPC). She is hired on a one-year term to update the grizzly bear management plan and agreement.

Casual staff Leigh'Ana Cardinal was our part-time Student, doing data entry for eight hours per week; Leigh'Ana also worked for us full-time in July 2020. We partnered with the Gwich'in Land Use Planning Board (GLUPB) again to hire another student. Julienne Chipsea was hired to work as a Office Assistant for the GLUPB with the funds we received from Service Canada.

We hired Melanie Bonnetplume as an Office Assistant in October to digitalize our library reports. She is with us until the end of January 2021.

Nick Westover has once again been contracted to develop our Conservation Calendar (which will be distributed in December/January). Chelsea Hermus manages our website and helps with our communication needs remotely. Ian Matari helps us with our computer needs after hours and as needed.

Contracts We hired a consultant to help look at staff recognition and compensation packages. We also sought legal advice on the commercial use file and harvest management

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Prep work - Mary Effie Snowshoe's fish camp

when there is no conservation concern. We also seek legal advice on Human Resources items as they arise.

Time tracking In May, we started using an online system called BambooHR to track time. Previously we were using a paper process and would occasionally run into issues from human error. This system is working well and helps me manage staff leave requests more effectively.

Financial management Financial management and administration is important to ensure that we operate efficiently.

Finance Committee We held two Finance Committee meetings between Board meetings (May 25, 2020 and July 23, 2020). The May meeting focused on reviewing the year end finances (up to March 31, 2020). The July meeting reviewed the first quarter of finances (up to June 2020) and the draft financial statements. Recommendations from this committee go to the following GRRB meeting. Current membership is Sam Bullock, Burt Hunt and Doug Doan, with support from GRRB staff. Roger Fraser is an alternate on this committee. The October

2020 meeting to review the midyear finances will be summarized in the next newsletter.

Surplus We have a surplus from last fiscal year (money left over in our budget ending March 31, 2020), largely due to a staff vacancy. This surplus will be used to cover the wages for the Management Plan Coordinator for one year (August 2020 to August 2021). We are also seeing a small surplus in the first quarter, mostly due to fewer meetings and less travel.

Project management Staff serve as project leads with my oversight. They help confirm project accounting and we work together to ensure they are presented properly. 13 projects received outside funding this year, including wages for the Summer Student and attendance in remote meetings.

Pay stubs In June, we started using the self-access system with our payroll company to allow staff direct online access to their paystubs and T4s. This saved costs, since we no longer mail them. It's better for the environment, too!

Wildlife Studies Fund (WSF) On the July 2020 call, the Board decided to change the way it manages its WSF. It acknowledged that the market is not doing the best at the current time, mostly due to COVID-19. The Board now wants to make decisions that will allow us to keep supporting projects in the future, which means not withdrawing as much from the investment fund. This will allow the investment to recover.

Deferrals now require a motion. The new rules have been communicated to all funding recipients. Funds that are not planned to be used in the immediate future will be invested.

Board administration Current vacancies are the GNWT-nominated seat for a full member and Gwich'in Tribal Council (GTC)-nominated alternate member. Reach out to the GNWT or GTC if you are interested in being a GRRB Board member!

Liaison General Liaison Due to COVID-19, many offices were not open or holding regular meetings (open to the public). We did our best to keep in contact with our partners remotely and through video meetings.

Communication We continue to produce newsletters after each GRRB meeting that highlight the major project updates and topics discussed. We produce an annual Conservation Calendar and distribute it amongst the communities. Our website and Facebook page are also updated regularly.

The traditional management videos that were produced by the GTC's Department of Cultural Heritage and funded by the GRRB's Wildlife Studies

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Fund are now complete. We launched the videos at the Town of Inuvik's movie night on August 24, then started sharing them on social media and websites the week of September 1. View them on the GTC Department of Cultural Heritage Facebook page: <https://www.facebook.com/GwichinCulturalHeritage/>

Professional Development I attended Creating Opportunities with Respect and Empathy (C.O.R.E.) de-escalation online training in October with Ed and Sarah (photo at top right).

I presented in a virtual Forum of the 2020 Canadian Council of Forest Ministers and as a thank you was gifted a beautiful birch bark pen holder (shown below) from Acho Dene Native Crafts in Fort Liard, NT.

Cultural training I visited Gwich'in elder Mary Effie Snowshoe's camp in early August. During this personal visit, I learned how to cut fish, make dryfish and fish strips (photos on the previous page and below center) and got to hear stories from my Auntie

Mary Effie about my family history (my late grandfather, Jim Kay, is her uncle). I enjoyed this experience and thought it was a good opportunity for the staff to get cultural training, so I worked with the local RRC and we were able to make this happen two weeks later.

Staff camped at Mary Effie's fish camp from August 16-18 (see photos throughout this newsletter). The water levels were too high to set nets, but we were able to visit one of the sites of the lost patrol.

We collected traditional medicine and learned from the elder traditional uses of plants and living off the land. Each staff member had their own sleeping tent and all activities were undertaken outdoors. We all had masks and lots of hand sanitizer. This experience was our first cultural training. My hope is to offer this each year at different seasons and locations. The staff seemed to really enjoy this experience.



On September 17, we hosted a small (COVID-19 regulated) gathering to recognize John Carmichael for nearly 25 years of service as the head char monitor of the Rat River Monitoring Program. The char monitoring program is a joint effort between the GRRB and Fisheries and Oceans Canada (DFO). John retired from the program last year at the age of 86. There was food (catered by staff), speeches, cake and a slideshow. We presented him with a custom char painting by Ronnie Simon (pictured below).



Sadly, Selwyn Kay, char monitor at the Destruction City site, passed away on October 29. He was also a long-serving char monitor. We are working with his family to recognize his work with a Ronnie Simon painting of a picture of their choosing.

GRRB Board

Jozef Carnogursky
Chairperson (GRRB)



Order in Council
appointments

Nominating
Agency

Federal
government

Territorial
government

Margaret Begg
Member (GTC)



Sam Bullock
Member (GTC)



William Koe
Member (GTC)



Burt Hunt
Member (Canada)



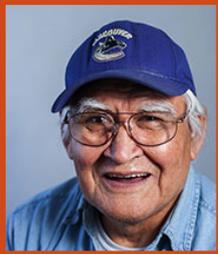
Doug Doan
Member (Canada)



TBA
Member (GNWT)



Charlie Snowshoe
Alternate (GTC)



Roger Fraser
Alternate (GTC)



TBA
Alternate (GTC)



Ron Allen
Alternate (Canada)



Myra Robertson
Alternate (Canada)



Tracy Davison
Alternate (GNWT)



Photos: Black Fly Studios & GRRB

board member updates

To form the thirteen-member Board, three members and three alternate members are appointed from nominees put forward by each of the Gwich'in Tribal Council (GTC) and the Government (federal and territorial). Nominees are jointly appointed by the federal and territorial governments. The Chairperson is nominated by the Board members and jointly appointed by the federal and territorial governments.

Once appointed, our Board members act in the public interest. They are independent, not beholden to the agency that nominated them.

In July, Government of Northwest Territories (GNWT) sought our advice on their advertisements for GRRB Board nominations. Amy reviewed their advertisements and shared the ads once they were posted.

Our Board members are busy working in many different areas, including the following:

Committees/Working Groups:

- Conference of Management Authorities (CMA)
- Integrated Fisheries Management Plan (IFMP) Steering Committee
- Finance Committee
- Hiring Committee

Human Resources:

- Assisted with recruitment processes for new staff positions
- Provided HR support/advice

Meetings/Training:

- GRRB teleconferences and face-to-face meetings
- GRRB Finance Committee teleconferences
- CMA teleconference
- IFMP Steering Committee teleconference
- Northern Mountain Caribou review



Visit us on Facebook at www.facebook.com/grrb.nt.ca

GRRB Teleconferences

The Board held two teleconferences between our face-to-face meetings:

May 27 Teleconference

- Approved past minutes
- Discussed COVID-19 considerations, including the administration of the Wildlife Studies Fund
- Discussed management of Bluenose-West and Cape Bathurst caribou herds
- Discussed the Rat River Working Group annual recommendations
- Reviewed the NWT Species at Risk assessment schedule
- Approved policy updates to reflect working from home due to COVID-19

July 28 Teleconference

- Reviewed past minutes
- Approved 2019-2020 fiscal year financial statements
- Approved the annual activity report for 2019-2020
- Discussed grizzly bear management
- Update on commercial use
- Species at risk presentations, providing support for posting proposed management plans on the public registry
- Discussed meeting plans for September 2020

September 2020 Board Meeting Recap

The GRRB held its fall face-to-face Board meeting in Inuvik from September 8-10 in full compliance with public health orders surrounding COVID-19. Board members and staff presented updates on their activities since the last face-to-face meeting in February. Executive Director Amy Amos gave a brief overview of COVID-19 precautions, including re-opening the GRRB office and allowing visitors by appointment only.

Godlove Suh Ngeh, Director of Lands with Gwich'in Tribal Council (GTC), reviewed some GTC actions over the year so far.

Angie McLennan with Fisheries and Oceans Canada (DFO) went over DFO's Indigenous Habitat Participation Program presentation. GRRB can apply to this fund through GTC.

Kevin Bill (DFO) provided a verbal update on the Arctic Region via video call. He also spoke on Fisheries Management and Science.

The Board expressed its continued interest in increasing staffing in the Inuvik DFO office. There was a community concern expressed with water levels.

The meeting then adjourned for the day to respect funeral services in Tsiigehtchic. It reconvened the next day with an opening prayer in Gwich'in by John Norbert, followed by a moment of silence.

Marsha Branigan and Ernie Francis with Environment and Natural Resources (ENR) attended in person. Marsha's report included: staffing updates, forest fire season reporting, muskox survey in the Richardsons,

wolf and wolverine monitoring, grizzly bears in landfills, porcupine caribou herd, 1002 lands in Alaska, Inuvik-Tuk highway operations and Wildlife Effects Monitoring Program (including grizzly bear DNA).

Ernie reviewed the written ENR report on field operations. Highlights included: COVID-19 response, wastage investigation, patrols for wood cutters and caribou hunters below Aklavik, plans for Sight Your Rifle in 2021 hunting season, school presentations, highway patrols, defense of life and property (bear) kills and more.

Michael Svoboda, Cory Toth and Selena Angelo reviewed their report from Canadian Wildlife Service (CWS), *"Implementing the pan-Canadian approach to transforming Species At Risk conservation in Canada"* which was agreed upon in December 2018. The Board expressed concerns with the Dolphin-union population of caribou being included in barren-ground caribou, when Dolphin-union is recognized as a separate designatable unit. CWS acknowledged this concern and reassured that they will continue to be managed separately.

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During the Renewable Resource Council (RRC) and Public session, the Chair opened the floor to questions from the RRCs and members of the public.

Steve Andersen (GRRB Stakeholder Liaison) gave a brief update on new research interests that have arisen since the last meeting via the harvest survey. Bees, water levels, general concerns about climate change and salmon are the new items.

Amy reviewed the safety incidents reporting, as is standard at every Board meeting. There were no incidents to report since the last meeting.

Legal counsel Larry Innes (Olthuis Kler Townshend LLP) presented his legal opinion via video call on the Board's role in harvest management of species with no conservation concern. His recommendation was to be very cautious and take a collaborative approach if the Board chooses to use its discretionary powers. To implement this, he suggests developing policies that guide the use of discretionary powers. Chair Joe Tetlitchi and Executive Director Deana Lemke of the Porcupine Caribou Management Board attended by video call.

Amy also reviewed the background of the initial commercial use request and progress to date. This is relating to commercial sale of wildlife meat that was raised as a concern by the regional RRC meeting in 2017, resulting in the Board initiating a process to define commercial sale. GRRB and ENR are working together on how a possible regulation would work. Once those discussions are finalized, ENR will draft text. The text will be consulted on, but we will want to ensure lots of engagement so will wait until communities feel more comfortable with consultations. This will likely be next fiscal year.

Amy introduced Laurence Carter, who has been hired as a Management Plan Coordinator for a one-year term that started in August with the

objective of updating the Grizzly Bear Management Plan. Laurence will be consulting with the communities on grizzly bear management.

Consultant Lee Vincent joined via video to discuss staff recognition and compensation package priorities. It is clear that the staff are doing a good job. The Board wants to encourage a positive working environment and to support their staff. Lee will work with Amy on a proposed policy and budget for the February 2021 meeting.

Thank you to the community of Inuvik, Board members, staff, agencies and members of the public who took part in this meeting. It is really appreciated. The next meeting is tentatively scheduled for February 15-17, 2021.



Édouard Bélanger
wildlife biologist
since June 2017

Management Planning

Taking Care of Caribou: the Cape Bathurst, Bluenose West and Bluenose-East barren-ground caribou herds management plan

As a working group member of the Advisory Committee for Cooperation on Wildlife Management (ACCWM), my work is mainly to continue developing the Communication and Education materials and completing the annual monitoring table. During the spring and summer, I participated in several education and communication meetings and Working Group meetings. Most of the work consisted of updating the Taking Care of Caribou management plan with our partners. This will be reviewed by the GRRB this fall. For education and communication, I had the information postcards translated into Gwich'in. These will be distributed with the tag kit and on Facebook. We also worked on getting ACCWM swag for community members, hunters and trappers.

Grizzly Bears Following recent concerns over grizzly bears and over 14 defense of life and property kills between Aklavik and Inuvik, the GRRB hired Laurence Carter as the Management Plan Coordinator – Grizzly Bear. She started in August under my supervision. I will be helping her through the consultation process and with the Management Plan and Agreement updates.

Research Divii (Dall's Sheep) Research Project In 2018, the Divii Research Project officially started with a total of 15 cameras installed around Black Mountain. Last winter, a team of five snowmobiled to all cameras to service them and to



Photo credit: Black Fly Studios

retrieve the photos. This summer, we made several helicopter trips to change the location of three cameras and to complete an aerial survey of the study area (around Chigwaazraii and Ivyah, or Black Mountain and Mount Lang). Leigh'Ana, the GRRB student, spent some time analyzing the pictures from the camera.

The GRRB and GTC Department of Cultural Heritage were successful with their funding application to Polar Knowledge Canada. The project will receive \$152,000 over the next three years to complete a Traditional Knowledge report on Divii in the Richardson Mountains, to send community members and youth to

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Photo credit: Divii Project © GRRB



Photo credit: Trisha Greenland © GRRB

national conferences and to hire a Master's student for specialized analyses. The GRRB is collaborating with Jason T. Fisher and Trevor Lantz from the University of Victoria to find a Master's student. A lot of effort is being made to find a suitable student that is Gwich'in, Inuvialuit or a Northern resident.

Dzan (Muskrat) Jeremy Brammer from Environment and Climate Change Canada is leading a Dzan

research project around Jackfish Creek. Due to COVID-19, he could not do the field work. He oversaw the project from Ottawa. Leslie Cardinal-Firth was hired to do some trapping. I joined for a day and a half to help with logistics and data.

Tsee (Beaver) Helen Wheeler from Anglia University is leading a Tsee research project around Jackfish Creek. Due to COVID-19, she could not do the field work. Helen, Jeremy

Brammer and I teamed up to oversee this field season. This included lots of logistics during the summer. We hired three community members, who spent nine days at the camp gathering data on shrubs and Tsee lodges.

Technical Advice General I reviewed several proposed projects in the GSA as part of my usual duties. I provided GRRB advice concerning grizzly bear issues.

Liaison General Liaison I have not participated in any RRC meetings since last winter due to COVID-19. However, I exchanged several emails and phone calls to stay updated or to update the RRCs on field work and upcoming files.

Other Funding This year was quite successful for funding. I led the submission of three applications that were fully funded:

Aboriginal Funds for Species At Risk (AFSAR) – Grizzly Bear consultations

Environment and Natural Resources (ENR) – various needs regarding wildlife

Polar Knowledge Canada (POLAR) – Divii Traditional Knowledge and community-based monitoring project

Professional Development In August, I attended cultural training with GRRB staff at elder Mary Effie Snowshoe's camp (photo at left).

I took part in Creating Opportunities with Respect and Empathy (C.O.R.E.) training online with Amy and Sarah.

Personal This past spring, I harvested my first caribou. I was quite happy and it was an awesome experience. Lots of cooking for friends!

Mary Effie Snowshoe shares her Traditional Knowledge



Kaytlin Cooper

species at risk biologist
since January 2015

As Species at Risk Biologist, I work with local communities, Renewable Resource Councils (RRCs) and governments (both Federal and Territorial), assisting with species assessments and listings, developing management plans and recovery strategies and administering species at risk programs and research projects (science and Traditional Knowledge) in the Gwich'in Settlement Area (GSA).

Management Planning Boreal Caribou Range Planning Working Group

Under the NWT recovery strategy for boreal caribou, the range plan framework broadly outlines how each NWT region can manage disturbances such as development and fire to ensure that boreal caribou continue to be self-sustaining. The development of a detailed range plan for the GSA is scheduled to begin this fall/winter. It will include 10-15 meetings over the next two and a half years. Members of the Working Group will include representatives of the RRCs, GRRB, Gwich'in Land Use Planning Board (GLUPB), Gwich'in Land and Water Board (GLWB), Gwich'in Tribal Council (GTC) and Environment and Natural Resources (ENR).

Research Bumble Bees

Several bumble bee species that occur in the NWT have recently been assessed as at risk. However, these assessment reports have identified knowledge gaps in the northern part of their ranges. Therefore, a new insect research partnership has been created between GRRB, Wildlife Management Advisory Committee (Inuvialuit Settlement Region) and ENR (GNWT). Equipment for insect



Photo credit: Black Fly Studios

collections has been provided for surveys next summer in the GSA and ISR. While this research project will begin in Inuvik and will focus on bumble bees, all insects collected will be sent south for identification. It is hoped that funding can be found to develop this into a community-based project in several communities.

Technical Advice I am a member of the Conference of Management Authorities (CMA), the group of wildlife co-management boards and governments that share management responsibility for the conservation and recovery of species at risk in the NWT. I am also a member of the Species at Risk Committee (SARC), a group of science and traditional knowledge experts who assess the biological status of species that may be at risk in the NWT, identifies threats and positive influences to species and their habitats, and may recommend conservation actions. While the status reports created for this process have always included both Traditional Knowledge and scientific knowledge sections, we recently made changes to the assessment process to better include traditional ways of knowing.

These are groundbreaking steps, bringing together the two knowledge systems that are equally correct and important and putting them on the same footing.

I am also involved in the development and review of documents for the federal (Canada-wide) *Species at Risk Act*. These NWT and federal documents include species assessment reports, management plans and recovery strategies for several species at risk. Since our last newsletter, the species have included polar bear, northern mountain caribou, short-eared owl, barn swallow, lesser yellow-legs, Hudsonian godwit, horned grebe, collared pika, barren-ground caribou, red-necked phalarope and yellow-banded bumble bee.

As a member of the NWT Wildlife Care Committee (WCC), I provide technical advice on wildlife handling applications and review wildlife handling reports and other documents. These applications outline the planned animal handling activities of proposed research, while wildlife handling reports provide a

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summary of the handling of wildlife once the research has been conducted. At the application stage, the NWT Wildlife Care Committee (WCC) provides recommendations on how to be respectful of the animals involved, ensuring that animal welfare is considered in the procedures and that humane handling (and euthanasia, if required) occurs. Proposed animal handling procedures must comply with WCC Standard Operating Procedures, as well as the Guidelines on the Care and Use of Wildlife and the Guide to the Care and Use of Experimental Animals developed by the Canadian Council on Animal Care. While there has been a decrease in wildlife research in 2020 due to COVID-19 restrictions, recent applications include polar bear genetic mark-recaptures, boreal shorebird banding, small mammal trapping, wolf collaring, barren-ground caribou collaring, whooping crane banding and attaching of GPS transmitters, and insect trapping. The NWT WCC approves research projects throughout the NWT, not just in the GSA.

I also review research and development applications on behalf of the GRRB from the perspective of impacts on species at risk.

Liaison Northern mountain caribou were assessed by the Species At Risk Committee (SARC) as Special Concern in April 2020 for listing under the NWT *Species at Risk Act*. Under the federal *Species at Risk Act*, the Hudsonian godwit (a shorebird) was assessed by the Committee on the Status of Endangered Wildlife in Canada (COSEWIC) as Threatened last year. Management plans for the red-necked phalarope (another shorebird) and yellow-banded bumble bee have been developed. Consultation packages and questionnaires are currently with the RRCs in each community for these four species. I appreciate the time RRC councillors and community members have taken to review these documents. The Board takes all of these comments into consideration when deciding whether to approve these proposed plans and listings.

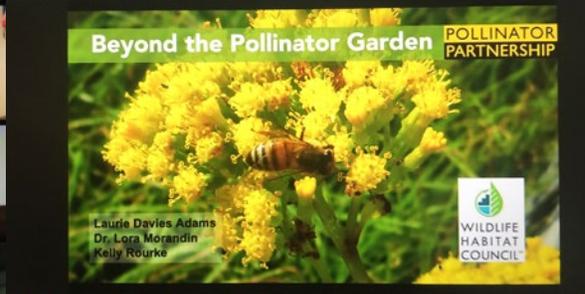
All face-to-face meetings have been held by Zoom due to COVID-19. Notable meetings I have attended include the National Boreal Caribou Knowledge Consortium - Indigenous Knowledge Circle (NBCKC - IKC). The IKC meets every second month and works to amplify messaging from Indigenous peoples, apply pressure



Working from home - office assistants

to decision makers, advocate for the inclusion of Indigenous knowledge and advise on how to respectfully learn from and apply Indigenous knowledge.

Professional Development I am enrolled in the University of Alberta's online Indigenous Canada course. This course is offered through the Faculty of Native Studies and explores key issues affecting Indigenous peoples both in the past and currently.



Sarah Lord

fisheries & forestry biologist

January 2017

Management Planning Forestry Management The Gwich'in Forest Management Plan Steering Committee has begun updating the Forest Management Plan, in partnership with Environment and Natural Resources (ENR) Forestry and Gwich'in Tribal Council (GTC). I anticipate community engagement this winter, to get input and direction for the updates.

Fisheries Management In March, I participated in the Rat River Working Group (RRWG) and West Side Working Group Annual Harvest Meetings, where we discuss Dolly Varden management and make decisions about management and research for the coming year. I presented the final draft Terms of Reference for the RRWG, which has now been distributed to member organizations for approval and signatures. Public communication meetings for the RRWG were not held this year, because of restrictions on public gatherings due to COVID-19. Instead, we worked with RRCs on messaging over Facebook.

I act as Secretariat for the Integrated Fisheries Management Plan Steering Committee (IFMP SC), drafting their response to the RRWG Chair. The IFMP SC held its annual teleconference in July.

I participated in working group meetings on the implementation of the Peel Management Plan, where it relates to transboundary fisheries management.

Research I offer my support to researchers at many different organizations for projects that address GRRB research priorities. With partners from universities



Photo credit: Black Fly Studios

and government, I won four external funding sources for fisheries research projects for the 2020-21 fiscal year.

Community-Based Whitefish Monitoring I continue to provide logistical and administrative support for this project, partnered with Dr. Rachel Hovel from the University of Maine. This project is helping GRRB learn more about where whitefish go during their lives, so we can make sure that we are protecting the areas that are important for them.

Arctic Salmon Project I work with Dr. Karen Dunmall and Darcy McNicholl from Fisheries and Oceans Canada (DFO) Winnipeg to deliver this project. Last fall, local community members were trained to do salmon sampling and measurements here in the GSA, rather than shipping all of the salmon to DFO labs in Winnipeg. Due to COVID-19, the DFO Inuvik office is not open to the public. DFO Science asked GRRB to help organize trading in salmon for Gwich'in in Inuvik. The Nihtat Renewable Resource Council (NRRC) has been accepting salmon at the Nihtat Gwich'in Council (NGC) building. Very few salmon have been

traded in so far in 2020, so we are focusing on completing the chemical analysis of archived samples and preparing for next year's fishing season. For more information, check out the project's Facebook page: <https://www.facebook.com/arcticsalmon/>

Technical Advice and Liaison I reviewed and provided comments to our Species at Risk Biologist on the updated list of fish candidate species for federal assessment by the Committee on the Status of Endangered Wildlife in Canada (COSEWIC). I also reviewed several proposed regulation changes relating to the implementation of the new *Fisheries Act*.

I review and provide comments as needed on permit and research license applications and I review research proposals to provide feedback, sometimes drafting Letters of Support for funding applications. I inform researchers about research and management needs in our region and connect them with resources in the GSA.

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Other Health & Safety I remain active on the Occupational Health & Safety Committee. I participate in meetings, type up minutes and complete safety-related action items.

In the first half of March as Acting Executive Director (ED), I provided advice on COVID-19 workplace safety protocols and ensured that the GRRB office was in compliance with territorial requirements in a rapidly-changing situation. Later in the spring, I reviewed drafts of the new Working From Home Policy, as all GRRB staff worked remotely from March 18 until the NWT entered Phase 2 on June 15.

Before the pandemic, I had planned a bear safety training session for GRRB staff with Andy McMullen (BearWise), partnered with ENR to share costs. This is on hold for now because Andy would need to travel from Alberta to deliver the course.

Operational I provided advice on computer security and briefed staff on email phishing scams and malware. I was Acting ED from February 28 through March 17.

Professional Development I participated in several webinars,

including *Labour & Employment: Year In Review, COVID-19 & Workplace Safety* and *How to protect your business from fraud and cyber-crime now and beyond COVID-19*. I also trained on *Introduction to Statistics in "R"*.

In August, I organized and attended a Cultural Fish Camp at Mary Effie Snowshoe's camp on the Peel River with GRRB staff. We collected traditional medicine and learned from the elder on traditional uses of plants and living off the land.

In October, I participated in C.O.R.E. De-escalation Training with several GRRB staff.

Youth Mentorship In August, I supervised the Gwich'in Land Use Planning Board (GLUPB) Summer Student, Julianne Chipesia, for six days of helicopter-based field work in the GSA collecting peat cores, moss samples and depth to water table measurements. She did very well!

I hired Charlie Snowshoe (Jr.) as my youth field assistant for another three days of field work in September and he says "I had real lots of fun on this job because I got to learn a lot of stuff like bear safety and moss."

Publications I have co-authored three new publications so far this year:

Tracey A. Proverbs, Trevor C. Lantz, Sarah Lord, Amy Amos, Gwich'in Tribal Council Department of Cultural Heritage, Natalie C. Ban. 2019. *Determinants of access to fish and well-being in four Gwich'in communities amidst rapid socioecological changes*. Human Ecology. (published March 27)

Emma Hodgson, Rachel Hovel, Eric Ward, Sarah Lord, and Jonathan Moore. 2019. *Culturally-important food fish from a changing Arctic watershed shows high migratory diversity*. Biological Conservation. (published July 15)

Rachel A. Hovel, Jeremy Brammer, Emma E. Hodgson, Amy Amos, Trevor Lantz, Chanda Turner, Tracey Proverbs, Sarah Lord. 2019. *The importance of continuous dialogue in community-based wildlife monitoring: case studies of dzan and luk digaii in the Gwich'in Settlement Area*. Arctic Science. (published August 4)

These are all posted on the GRRB website if you would like to read them!

Julianne Chipesia, Laurence Carter, Sarah Lord at Cultural Fish Camp





Stakeholder Liaison Steve Andersen April 2020

I began work with the GRRB on April 20 in the newly created position of Stakeholder Liaison. My role is to help ensure that there is good communication between the GRRB and the Gwich'in people. I also work closely with the RRCs and outside groups like government agencies and university researchers.

Initially I worked from home to avoid travelling to the GSA during the pandemic. Once GNWT announced it would be transitioning to Phase 2 of its COVID-19 response, I made the move to Inuvik and began self-isolating. On July 6, I arrived for my first day in the office and received a warm welcome from all the staff, complete with a tour of town from Amy.

Mini Biography I grew up on our family farm near Grande Prairie, AB. From a young age my parents took me hiking and camping, so I learned an appreciation for the land early on. When I went to university, I studied environmental sciences, earning a BSc in Conservation Biology. I went on to work on wildlife monitoring projects in areas as diverse as the

Rocky Mountains of Alberta, the forests of New Brunswick and the Ts'udé Niljné Tuyeta protected area near Fort Good Hope.

While at university, I began volunteering at the campus radio station as a reporter and producer for their environmental news program. Our show gained popularity and was picked up by stations from coast to coast, including throughout the NWT on CKLB Radio. I have also done media relations work for a number of non-profit organizations.

Research I assisted Environment and Natural Resources (ENR) with their annual small mammal surveys. I also helped Sarah Lord with fieldwork for a study of historical water levels in the delta.

Gwich'in Harvest Survey I coordinated the GRRB's portion of the June harvest survey, working with the RRCs to find ways to survey harvesters safely despite the pandemic. I created spreadsheets to automate most of the calculations required to analyze the data. I then tabulated the results of the November and June surveys and prepared reports for ENR and the Porcupine Caribou Management Board. I developed a short, plain-language results summary which will be sent out to RRCs and harvesters to communicate the survey findings and explain how the data is used.

Research Interests I have updated the list of GRRB research interests with comments we heard over the past six months.

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Technical Advice Reviews In mid-July, I took over responsibility for coordinating our reviews of regulatory and research applications. Thirteen reviews have been completed and five more are underway. I worked with the biologists to develop a system for managing the reviews which is better suited to their needs. I am now working on updating all of our standardized responses and documenting how they relate to our mandate.

Harvest Data I processed a request that provided aggregated data from the Gwich'in Harvest Study (1995-2004) and recent Gwich'in Harvest Surveys (2018-2019), so that they could get a sense of how much harvesting takes place near their proposed project site. Harvester confidentiality is always maintained - no individual harvester information is ever shared in these requests.

I improved my understanding of the information that was collected during the original Gwich'in Harvest Study and how the database is structured.

Liaison I travelled to Aklavik with Amy and met with Eugene and Jessi Pascal from the Ehdiitat RRC. We toured the town and travelled up the Peel. I also met Allen Firth from the Nihtat RRC and GRRB Chair Jozef Carnogursky.

I joined the board of the Arctic Borderlands Ecological Knowledge Society (ABEKS) and took part in several of their meetings.

One of the highlights of my first six months with the GRRB was a visit to Mary Effie Snowshoe's fish camp this summer. Mary was incredibly kind and welcoming and taught us about being on the land, drying fish, and traditional medicine.

I took over responsibility for writing Letters of Support to assist project proponents who are applying for grants or regulatory approvals. I worked with Amy to create a new template for these letters.

I also worked with Amy on ideas for improving the Public Registry portion of the GRRB's website.

Other Training When time permits, I take part in the twice-monthly Caribou Ecology and Recovery Webinar, presented by the Alberta Biodiversity Monitoring Institute and the National Boreal Caribou Knowledge Consortium (NBCKC).

In May, I took part in PermafrostNet's webinar on thaw slump activity in the western Arctic.

I did Media Relations training this fall.

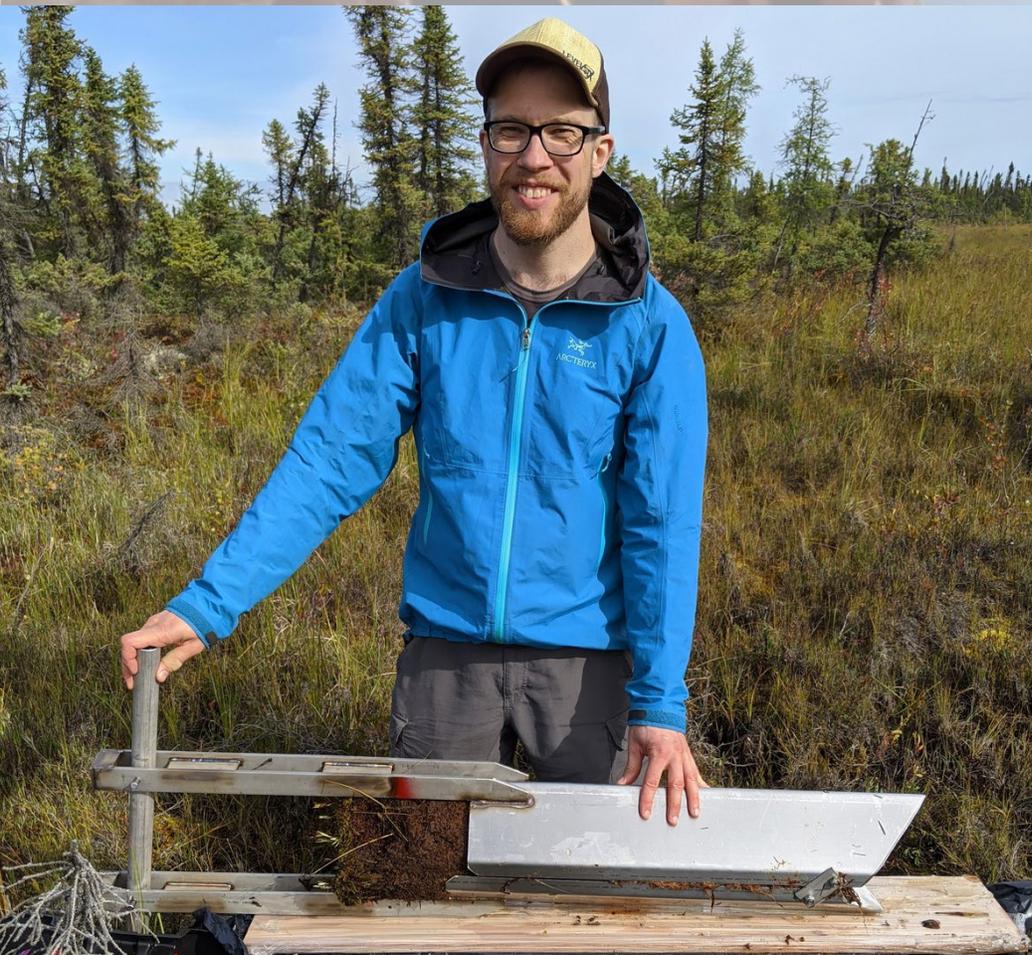
Conferences and Meetings

I attended virtual meetings on:

- Tri-Council New Frontiers in Research Grant
- Natural Resources Canada (NRCan)'s Science Technology Internship Program
- Public Consultation in Times of Physical Distancing
- National Research Council's Arctic and Northern Challenge Program
- Terms and conditions for industrial access to the Peel Region
- Multiple ABEKS Board meetings

Operational I worked with Ian Matari to prepare for supporting the audio/visual systems during the fall Board meeting.

Personal People in town have been really friendly and welcoming. I have enjoyed day hikes and berry picking in the area around Inuvik.



Cheryl Greenland
office administration
and finances
since February 2009

I am a Nihtat Gwich'in Participant who was born and raised in Inuvik. I am responsible for file management, payroll and all financial entries. I keep track of staff time records. I also cover our reception desk and maintain the front office area. I assist with the development and distribution of the Conservation Calendar each year.

I assist all staff with any financial needs and I continue to be involved with the Finance Committee. I work closely with Amy to prepare the financial reports and ensure that the reports are ready one week before the meeting.

I prepared file folders for the new fiscal year. I also prepared the financial package for our Auditor and sent all of the files to Calgary.

During the initial COVID-19 response, while all of the staff worked from home, I came into the office to do the finances and payroll. To help prepare for their return to the office, I ensured that each staff had a homemade mask and hand sanitizer in each office.

I also sent masks to Yellowknife for incoming Board members. I ordered a supply of individually-wrapped items for our Board meetings and Community Consultations and set up office space for our new staff members.

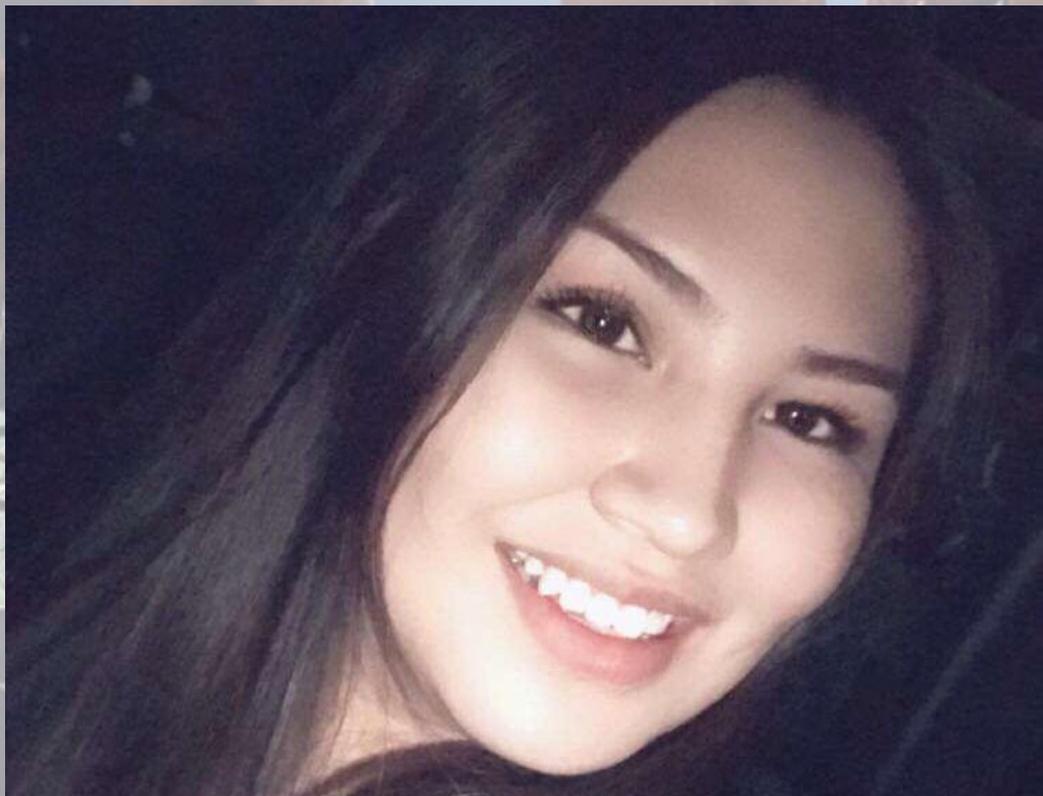


Melanie Bonnetplume
office assistant
since October 2020



I am a Gwich'in Participant who was born and raised in Inuvik. I joined the GRRB in October as an office assistant.

Before starting here, I worked at the Inuvik Emergency Warming Centre for three years. I am currently digitalizing the entire GRRB library.



Laurence Carter
management plan
coordinator
since August 4, 2020

I arrived in Inuvik in late-July and completed two weeks of self-isolation before starting work in the office.

I was raised in Montreal, QC. I have a background in biology, having completed my Bachelor's degree at Sherbrooke University. During this time, I had the opportunity to be a field assistant at 'Squirrel Camp', a long-term monitoring research project where I trapped squirrels and snowshoe hare. I was also a field assistant at a camp in Igloolik, NU, where I monitored shorebirds, lemmings and arthropods.

I am completing my Master's thesis on reintroduced muskox in the Richardson Mountains and the Yukon North Slope. In the fall of 2017, I interned with Wildlife Management Advisory Council (WMAC) North Slope and developed a muskox research plan. This included participating in a WMAC meeting in



Aklavik to consult about research priorities. I spent the summers of 2018 and 2019 collecting vegetation data in habitats with varying muskox use. I analyzed muskox and caribou habitat and spatial overlap as well as muskox-vegetation associations. I am very happy to be back in Inuvik for this position!

Tasks The current Grizzly Bear Management Plan and agreement are from 2002. In the 1990s and early 2000s, there were worries about grizzly bear population declines and over-harvesting. This led to a voluntary hunting ban, followed by a voluntary tag system that is still in place today. Issues surrounding bears are different now. People have talked about an increase in human-bear conflict along the Dempster Highway and near town. There has been an increase in defence against life and property kills. My role with the GRRB will be to review the management system in place through community consultations and discussions with local organizations.

Task 1: Management Planning & Stakeholder Consultation

- Work with the Renewable Resource Councils and GNWT ENR to identify concerns and

issues with regard to the Grizzly Bear Management Plan

- Conduct consultation sessions on grizzly bear management in the four GSA communities in accordance with COVID-19 regulations
- Based on the above, develop and update drafts of the Grizzly Bear Management Plan

Task 2: Education & Communication

Develop communication and education materials for the Grizzly Bear Management Plan.

Work to Date I read and summarized the current Grizzly Bear Management Plan and agreement in the GSA, as well as grizzly bear management plans outside of the GSA (Yukon, Inuvialuit Settlement Region, Nunavut, Montana, Alberta) to educate myself on best practices and different management systems. I also read and summarized Traditional Knowledge (TK) reports and research on grizzly bears. I have developed a calendar and task list for the upcoming consultations.

I also attended Fish Camp cultural training with the other staff this summer to learn about traditional uses of plants and living off the land.



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Management Plan Coordinator

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upcoming events

ArcticNet Scientific Online Conference
December 7-10, 2020

GRRB Seasonal Office Closure
December 21 - January 1

Grizzly Bear Consultations
December 3, 2020
Aklavik, NT

Porcupine Caribou Management Board Annual Harvest Meeting
February 9-10, 2021

GRRB Winter Board Meeting
February 15-17, 2021
Location TBD

Conference of Management Authorities
February 23-25, 2021
Inuvik, NT



Please call your RRC for monthly meeting times:

Ehdiitat RRC (Aklavik)
867-978-2336

Tetlit RRC (Fort McPherson)
867-952-2330

Gwichya RRC (Tsiigehtchic)
867-953-3608

Nihtat RRC (Inuvik)
867-777-6650