



Wek'èezhì Renewable Resources Board

2025- 2030 STRATEGIC PLAN

FEBRUARY 2025

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INTRODUCTION



The 2025-2030 Strategic Plan is intended to guide the work of the Wek'èezhì Renewable Resources Board (WRRB) over the next five years. The Strategic Plan sets out broad directions for the WRRB by listing the organization's strategic priorities. It aims to help WRRB employees identify how their work fits into the bigger picture. It provides a means for community stakeholders to understand the direction that the WRRB is headed, and how the organization is aligning its activities with the communities' larger planning when relevant to the WRRB's mandate. The Strategic Plan's purpose is to support the WRRB in continuing to achieve high levels of performance. When aligned with the Strategic Plan, the organization's activities will deliver intended results.

The WRRB Strategic Plan is intended to:

- communicate the WRRB's strategic direction within the organization, and with partners and stakeholders;
- provide overarching vision, mission, and values to serve as guiding principles to the WRRB activities;
- support a more integrated approach to how resources are allocated, and how operational direction is provided; and
- describe the opportunities and challenges arising in the WRRB's planning environment.

A Strategic Plan is meant to be an evolving, living document that can be adapted to respond to changes in the environment.





PLANNING – TWO STORIES

These stories from two perspectives speak to the importance of planning and show that success comes from preparation, knowledge of the environment, and the ability to adapt to change.

GOING “TO THE BUSH”

“As a hunter and trapper, I plan. What specific traps do I carry? What areas should I harvest? Even where to set up my tent and where you can find wildlife. You have to know how wildlife thinks and its behavior. How the animals move ... Where does it try to get away from wolves? If you don’t plan anything, things can happen.”

–Eddie Chocolate, *WRRB Board Member*

GOING “IN THE FIELD”

“When going ‘in the field,’ there is continuous learning about the environment, oneself, and about each other. While the purpose may be to collect samples to better understand the state of the environment and to exchange knowledge, it is the shared moments during preparation, planning, and participation which allow people to better understand each other and to deal with many challenges.”

–Boyan Tracz, *former WRRB Wildlife Management Biologist*





GOVERNANCE

MANDATE

The Wek'èezhì Renewable Resources Board (WRRB) is responsible for managing wildlife and wildlife habitat (forest, plants, protected areas) in Wek'èezhì. The WRRB is an institution of public government and is responsible for working with Tłıchq communities and the public to ensure renewable resources in Wek'èezhì are managed in a sustainable manner.

The WRRB operates on a co-management basis in the management of resources. The Board works collaboratively with Tłıchq communities; Indigenous, territorial and federal governments; regional renewable resources boards; and regulatory authorities such as the Mackenzie Valley Environmental Impact Review Board.

AUTHORITIES

The WRRB was established under the guidance of the Tłıchq Agreement in 2005. The WRRB's power and authority are described in Chapters 12, 13, 14 and 16 of the Tłıchq Agreement.

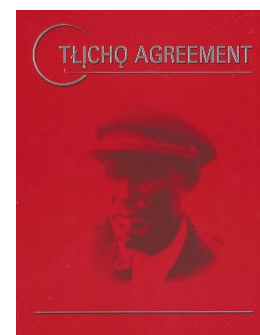
The primary powers of the WRRB include:

- Wildlife management – Chapter 12
- Commercial activities related to wildlife – Section 12.10
- Forest management – Chapter 13
- Plant management – Chapter 14
- Protected areas – Chapter 16

ACTIVITIES

The Board's main activities include:

- reviewing proposals and applications;
- participating in working groups and committees;
- collaborating on research activities;
- starting or supporting monitoring and/or research programs;
- engaging and communicating with the public; and
- conducting community consultations.

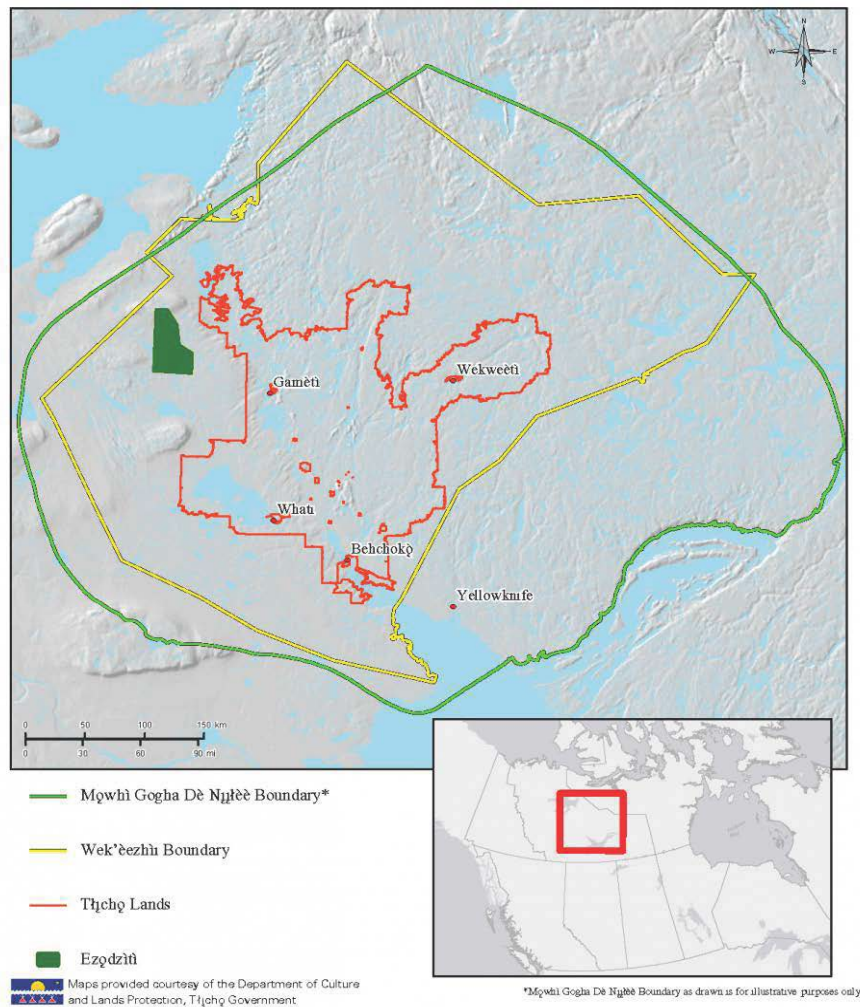


For more on the WRRB'S mandate, see Chapter 12 of the Tłıchq Land Claims and Self-government Agreement, also referred to as "the red book."

MAP OF WEK'ÈEZHÌ

The area shown in yellow on the map below identifies Wek'èezhì, which is the area where the WRRB manages resources. This land shares boundaries with the Sahtú, Dehcho and Akaitcho regions, as well as Nunavut. The area shown in red identifies Tłı̨chų lands, which are owned by the Tłı̨chų Government. The four Tłı̨chų communities are Gamèti, Wekweèti, Whati and Behchokò. The area shown in green identifies Mòwhì Gogha Dè Nı̨tlèè, the traditional area of the Tłı̨chų, as described by Chief Mòwhì.

Tłı̨chų Agreement Boundaries



Credit: Department of Culture & Lands Protection, Tłı̨chų Government



WHO WE ARE

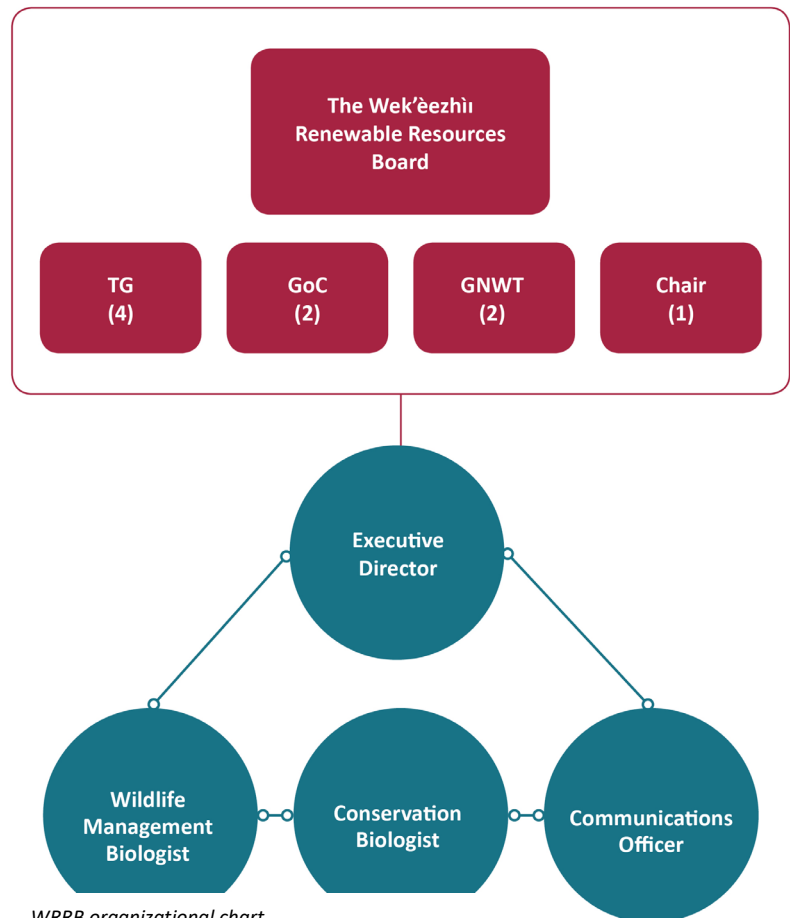
BOARD

The WRRB is an administrative tribunal with the authority to hold hearings related to renewable resources in Wek'èezhìi, as determined by the Tłı̨chq Agreement.

The Board is composed of up to nine members, one of whom is the Chairperson. Of the eight remaining members, four are appointed by the Tłı̨chq Government (TG). The other members are appointed by the GNWT and the Government of Canada (GoC), with two members each. The chairperson is nominated by the Members of the Board and appointed jointly by the Government of Canada, GNWT, and Tłı̨chq Government.

STAFF

The staff members support the Board in its operations and in fulfilling its mandate. These individuals are identified in the above organizational chart. The Executive Director oversees the operations and functioning of the organization, as well as ensures alignment with the Board. The Wildlife Management Biologist provides the Board with scientific research, monitoring, and management advice on wildlife and fish in the Wek'èezhìi and conducts regulatory reviews on land use permits and water licences. The Conservation Biologist provides the Board with scientific research, monitoring, and management advice on plants, forests, species at risk, and protected areas in Wek'èezhìi. The Communications Officer ensures effective outreach and messaging with partners and the public.



WRRB organizational chart.





CURRENT OPERATING ENVIRONMENT

STRENGTHS

WORKING TOGETHER

Over the past five years, the WRRB has worked together to overcome a pandemic, disastrous wildfire seasons, ongoing drought, and even personal issues among our team members. Entering its twentieth year of operation, the WRRB continues to maintain and strengthen relationships with local, territorial, and transboundary management and research partners. The Board has strived to put processes in place that allow the Board, staff, community stakeholders, and co-management partners to share knowledge, gain better understanding of the current state of Wek'èezhìi, and communicate the role and relevance of the Board.

One Tłıchq̓ ideal encourages all to strive to be “strong like two people.” In the same spirit, members of the Board recognize the strength of its diversity and experience. The Board understands the importance of working together to be effective and to strengthen its capacity to fulfill its mandate. This is achieved through learning from each other and leaning on both traditional and scientific knowledge in decision-making processes.

The Board has good working relationships with all four Tłıchq̓ communities in Wek'èezhìi. Activities such as the Barren-Ground Caribou Technical Working Group, Bathurst Caribou Advisory Committee, and the Advisory Committee for the Cooperation on Wildlife Management are examples of the benefits of a co-management model. In these initiatives, all partners benefit from the exchange of cultures, traditional knowledge, and scientific knowledge. Drawing on the benefits of a co-management model, the Board wishes to continue and support community-based research and monitoring projects.

COMMUNICATION, LANGUAGE, AND EDUCATION

Since its establishment, the Board has been working to build relationships with partner organizations and communities through communication and education. The Board has improved its communications with increased outreach activities and information sharing opportunities. Use of Tłıchq̓ language in Board meetings and events involving communities has enhanced the exchange of culture and knowledge that benefits all involved in WRRB activities.



CAPACITY & DECISION MAKING

Having secured funding and staffing, the WRRB has increased its capacity to fulfill its mandate. Since the last planning cycle, the Board has maintained its organizational capacity and improved its processes. The Board recognizes the strength and dedication of its staff, which allows the Board to continue to appropriately address management and research needs.

The Board takes pride in its resolve to put the well-being of wildlife first in all decision making. It is consistent in leveraging traditional and scientific knowledge in its reviews and recommendations. To better fulfill its decision-making role, the Board has developed and implemented clear, relevant processes and guiding documents, such as the Rule for Management Proposals. In the future, the Board plans to increase research and monitoring activities, as well as gather, document and access information needed for management decisions.

CHALLENGES

WILDLIFE AND HABITAT DISTURBANCES

Several disturbances, both natural and human-caused, are creating increased pressures on the wildlife and habitat of Wek'èezhìi. These disturbances include **climate change**, change in species populations, invasive species, and industrial and infrastructure development. These disturbances require ongoing research and analysis to build an understanding of impacts and the effectiveness of mitigation strategies.

The impacts of disturbances are increasingly being felt, and there is widespread concern over the population decline observed in the Kòk'èeti Ekwò (Bathurst caribou) herd. There is also the need to ensure responsible use of land and wildlife resources in Wek'èezhìi. Close monitoring of the health of wildlife and their habitat is essential to conserving species from now and into the future.

TRANSBOUNDARY AND GOVERNANCE ISSUES

Wildlife activity does not adhere to political boundaries. Migration and species distributions require the WRRB to work with management organizations both inside and outside Wek'èezhìi and the Northwest Territories (NWT).

In order to conduct its business, the Board needs collaborative relationships with other complex governance systems and regulatory bodies in the NWT and Nunavut. This allows for an exchange of knowledge and insight, and a collaborative approach to management, allowing the Board to make and implement sound management decisions. It also requires knowledge and understanding of complex and changing legislation and legislative processes.



BOARD LIMITATIONS

The Board's activities are often challenged by the recruitment of members, timeliness of appointments, and insufficient honoraria. Ongoing training and professional development, as well as utilizing the services of contractors and experts, can help alleviate some of the pressures experienced by the Board and staff.

Activities that might maximize the Board's reach and impacts cannot all be pursued given the current funding provided to the WRRB. Funding is needed to properly support training new members, travel, and other costs related to carrying out Board duties.

COMMUNICATION AND EDUCATION LIMITATIONS

While the Board excels in many communication and education activities, they also face challenges in these areas. Faced with ongoing staff turnover in government and partner organizations, the WRRB must be prepared to re-educate stakeholders about its mandate. Ensuring effective communications with members of the Tłıchq communities is also a responsibility which requires ongoing dedication, creativity, and resources, including building and maintaining of personal connections.

Communication and education are two of the same in Tłıchq culture. Communication activities need to be seen also as educational opportunities, fostering land stewardship and cooperation, as well as an awareness of the Board's role and decisions. Building on its Communication Plan, and continuing to foster the exchange of knowledge, the Board is well positioned to continue to create opportunities for the benefit of all partners. Furthermore, continued efforts to build relationships with governments and other regulatory partners will also allow the Board to maximize WRRB's reach and effectiveness.





STRATEGIC DIRECTIONS

OUR MISSION

The Wek'èezhì Renewable Resources Board manages wildlife, plants, forests, and protected areas within Wek'èezhì through the use of available traditional knowledge and scientific information on behalf of Tłıchǫ citizens and other members of the public.

OUR VISION

In the face of change, wildlife populations are strong and thriving, and habitats are healthy, both today and in the future.

OUR VALUES

RESPECT

We treat wildlife, each other, our clients, our partners, our community stakeholders, and other members of the public with fairness and respect.

CONSERVATION

We actively seek to conserve wildlife and habitat in the Wek'èezhì for future generations. We seek to consult the public and knowledge-holders such as elders, hunters, and scientists.

ACCOUNTABILITY

We are open in our dealings, and work to ensure our processes and practices are effective and benefit those that reside in Wek'èezhì, as well as all members of the public.

INTEGRITY

We are considerate and act in a fair, respectful and professional manner, putting into action what we say we will do.

CONSENSUS-BASED DECISION MAKING

We strive for inclusiveness and consensus in our decisions and are responsive to the people we serve.

TRANSPARENCY

We strive to share knowledge by communicating with and educating our stakeholders.



OUR STRATEGIC GOALS

The Board will seek to make progress towards these five strategic goals over the next five years.

GOAL 1 - REGULATORY/MANDATE

Ensure recommendations and decisions are meaningfully implemented, and based on existing expert opinion and Tłıchǫ, scientific, and local knowledge.

GOAL 2 - WILDLIFE AND HABITAT FIRST

Manage wildlife and habitat in Wek'èezhì to ensure their health and sustainability in the face of change, through management and conservation efforts.

GOAL 3 - COMMUNICATION & EDUCATION

Continue to improve communications with Tłıchǫ communities, governments, partners, and members of the public to promote the exchange of knowledge and culture. Foster awareness of the Board, and its practices and decisions.

GOAL 4 - COLLABORATION & CO-MANAGEMENT

Develop and maintain collaborative partnerships that promote increased knowledge, and effective decision making in Wek'èezhì.

GOAL 5 - PROCESS

Improve the Board's processes and practices to ensure transparency, efficiency, effectiveness, and adaptability in implementing its mandate.



ACTIVITIES

GOALS	ACTIVITIES
<p>GOAL 1 - REGULATORY/MANDATE</p> <p>Ensure recommendations and decisions are meaningfully implemented, and based on existing expert opinion and Tłıchǫ, scientific, and local knowledge.</p>	<ul style="list-style-type: none"> • Attend relevant interjurisdictional conferences and workshops that expose the Board and staff to new ideas, knowledge, partners, and funding opportunities. • Encourage all stakeholders to participate and/or implement management actions. • Call upon the knowledge of experts, such as Tłıchǫ elders and scientists, in support of Board decisions and actions.
<p>GOAL 2 - WILDLIFE AND HABITAT FIRST</p> <p>Manage wildlife and habitat in Wek'èezhìi to ensure their health and sustainability in the face of change, through management and conservation efforts.</p>	<ul style="list-style-type: none"> • Review management proposals, including research proposals. • Identify research and monitoring priorities. • Develop a research and monitoring strategy. • Increase support, participation, and initiation of research and other activities to better understand the impacts of natural and human-caused changes in Wek'èezhìi. • Pursue new funding opportunities for research and monitoring projects to help the Board make better recommendations and decisions in the face of change, e.g. to monitor climate change impacts.





GOALS	ACTIVITIES
<p>GOAL 3 - COMMUNICATION & EDUCATION</p> <p>Continue to improve communications with Tłıchq communities, governments, partners, and members of the public to promote the exchange of knowledge and culture. Foster awareness of the Board, and its practices and decisions.</p>	<ul style="list-style-type: none">• Encourage stewardship in Wek'èezhì.• Encourage traditional and responsible resource use.• Increase communication opportunities with communities and the public.• Increase use of Tłıchq language in communication materials.• Draw on the strength of Tłıchq language and culture to enhance communication.• Consider community seasonal rhythms in communication activities.• Increase opportunities to educate, learn and share knowledge with communities, partners and other regulatory groups in the NWT, Nunavut, and other regions of Canada.• Educate youth and elders about the WRRB and its activities.• Utilize the WRRB website to better communicate WRRB recommendations and decisions.





GOALS	ACTIVITIES
<p>GOAL 4 - COLLABORATION & CO-MANAGEMENT</p> <p>Develop and maintain collaborative partnerships that promote increased knowledge, and effective decision making in Wek'èezhìi.</p>	<ul style="list-style-type: none"> • Pursue networking opportunities that expose the Board and staff to new partners and funding opportunities. • Work with the Government of Nunavut and the GNWT on management of ᐱᓃᓂᓴ (barren-ground caribou) and ᐱᓃᓂᓴ habitat. • Continue to support community-based monitoring of ᐱᓃᓂᓴ and other wildlife. • Encourage community involvement in the Species at Risk status assessment process.
<p>GOAL 5 - PROCESS</p> <p>Improve the Board's processes and practices to ensure transparency, efficiency, effectiveness, and adaptability in implementing its mandate.</p>	<ul style="list-style-type: none"> • Provide more orientation and training opportunities to ensure staff and board members have the knowledge required to make sound decisions and recommendations. • Review and improve, internal policies and processes, where necessary.





HORIZON SCANNING

Through a horizon scanning exercise, the Board has identified the following topics as areas of interest for the coming five years and looks forward to engaging with these topics within the scope of the WRRB mandate. Partners are encouraged to reach out to explore avenues for actions or activities under these areas, including research, monitoring programs, and planning. Ways in which the Board can engage with these issues include:

- Prioritizing discussions on these topics;
- Prioritizing permit, research, and management plan reviews that address or otherwise act on these topics;
- Considering these topics when making recommendations; and/or
- Hiring consultants and experts to support the Board in engaging with these topics, e.g., through planning.

TOPIC OF INTEREST	RATIONALE OR SUGGESTED ENGAGEMENT
TAKING ACTION	As pressures on wildlife and habitat increase, there is a corresponding need for concrete action. How can the WRRB better support action-based activities?
CLIMATE CHANGE	Climate change is already impacting landscapes across the NWT. From increased wildfire activity to drought and permafrost melting, climate change is and will continue to be the source of numerous challenges. Climate change plays a role in most of the topics listed in this horizon scan.
LIVE AND AQUATIC WILDLIFE & HABITAT	Some Board members anticipate increasing pressures on live (fish) populations in coming years based on increasing access to lakes and rivers via infrastructure development. Changes to water levels, flow, and temperature are also known to significantly impact the growth and reproductive capabilities of most live species.
PLANNING FOR THE FUTURE	Board members can hire consultant planners to develop regional-scale plans that emphasize holistic approaches to long-term, emergency, and evaluation plans.

TOPIC OF INTEREST	RATIONALE OR SUGGESTED ENGAGEMENT
DEVELOPMENT	With a growing human population and increasing infrastructure development across the land, habitat loss and alteration is becoming more common. Species such as ɔ̀ekwò can be particularly sensitive to the impacts of development and road building.
WILDFIRE AND RECOVERY	In the face of increased wildfire frequency and intensity, the immediate and longer-term impacts of fire on the land is concerning. Areas of interest in this topic include managing disaster situations, impacts of smoke on health, damage to ancestral trails, fire regrowth, replanting, and timber allotments.
INVASIVE AND IMMIGRATING SPECIES	As the climate changes and human populations increase, introductions of invasive species become more common and new species are more likely to immigrate into the NWT. These introductions and arrivals can lead to cascading impacts across the food web and landscape.
DISEASE AND PATHOGENS	As with invasive species, another side effect of climate change is that conditions can become more favourable for the survival of new diseases and pathogens.
LOSS OF SIGNIFICANT POPULATIONS, SUCH AS KQK'ÈETÌ EKWÒ	The impacts of permanent loss of important populations or species will have wide-ranging impacts across the territory that can be difficult to predict.





APPENDIX A

ANNUAL ACTIVITY REPORTING – 2025

Tabled below are the actions taken by the WRRB Board and staff under each activity during 2025 to achieve progress towards our goals. The actions taken are provided in a bulleted list below the relevant activity, organized per goal.

GOALS	ACTIVITIES
<p>GOAL 1 - REGULATORY/MANDATE</p> <p>Ensure recommendations and decisions are meaningfully implemented, and based on existing expert opinion and Tłıchǫ, scientific, and local knowledge.</p>	<p>Attend relevant interjurisdictional conferences and workshops that expose the Board and staff to new partners and funding opportunities.</p> <ul style="list-style-type: none"> ○ Attendance at the 2025 Tłıchǫ Ekwǫ Gathering (Behchokǫ, NT), 2025 NWT Board Forum (Fort Good Hope, NT), Young Leaders' Summit on Northern Climate Change (Kluane Lake, YT), 2025 International Wildlife Conference (Lillehammer, Norway), and 2025 Wildlife Society Conference (Edmonton, AB). <p>Encourage all stakeholders to participate and/or implement management actions.</p> <ul style="list-style-type: none"> ○ Management Proposals submitted by Parties to the Tłıcho Agreement are added to the WRRB website and social media posts are made to inform the public. ○ Option to sign up for notifications when new documents and/or management proposals have been added to Public Registry or Management Proposals page. <p>Call upon the knowledge of experts, such as Tłıchǫ elders and scientists, in support of Board decisions and actions.</p> <ul style="list-style-type: none"> ○ Currently have two scientific experts and one TK expert on an as-needed contractual basis ○ Request public input for proceedings and management actions through the Public Registry or Management Proposals page



GOALS	ACTIVITIES
<p>GOAL 2 - WILDLIFE AND HABITAT FIRST</p> <p>Manage wildlife and habitat in Wek'èezhìi to ensure their health and sustainability in the face of change, through management and conservation efforts.</p>	<p>Review management proposals, including research proposals.</p> <ul style="list-style-type: none"> ○ Management proposals reviewed and approved include TG Wolf Harvesting Program, Dehk'e' Frank Channel Bridge Relocation Project - Wildlife Management & Monitoring Plan, Reforestation on Tłıcho Lands, Joint Proposal on Increased Harvest of Mackenzie Wood Bison <p>Identify research and monitoring priorities.</p> <ul style="list-style-type: none"> ○ Priorities are most often identified in Reasons for Decision Reports. <p>Develop a research and monitoring strategy.</p> <ul style="list-style-type: none"> ○ Has not been implemented. <p>Increase support, participation, and initiation of research and other activities to better understand the impacts of natural and human-caused changes in Wek'èezhìi.</p> <p>Pursue new funding opportunities for research and monitoring projects, e.g. to monitor climate change impacts.</p> <ul style="list-style-type: none"> ○ Support letters and in-kind resources provided for the following proposed and ongoing programs (2024-2025): Ekwò Nàxoèhdee K'è (Boots on the Ground) Program (TG), Forecasting potential habitat and range expansions or retractions of boreal, mountain, and barren-ground caribou under changing climate, wildfire, anthropogenic disturbance, permafrost thaw, and vegetation (ECCC),

GOALS	ACTIVITIES
	<p>Potential Effects of All-season Road Infrastructure on Barren-ground Caribou (SUNY-ESF), Supporting self-sustaining and resilient bat populations in the NWT in the face of white-nose syndrome (ECC), Quantifying Cumulative Impacts of Road and Subsequent Trail-Network Development on Barren-Ground Caribou through Non-invasive Aerial Monitoring (UofS), Understanding and predicting the impacts of roads on barren-ground caribou in the Northwest Territories (LavalU), Ekwò Harvest Monitoring Program (TG)</p>
<p>GOAL 3 - COMMUNICATION & EDUCATION</p> <p>Continue to improve communications with Tłıchq communities, governments, partners, and members of the public to promote the exchange of knowledge and culture. Foster awareness of the Board, and its practices and decisions.</p>	<p>Encourage stewardship in Wek'èezhìi.</p> <p>Encourage traditional and responsible resource use.</p> <ul style="list-style-type: none"> ○ Primarily these activities are managed through educational posts via WRRB website or social media. ○ Financial support for educational harvesting videos and workshops. <p>Increase communication opportunities with communities and the public.</p> <p>Educate youth and elders about the WRRB and its activities.</p> <p>Increase opportunities to educate, learn and share knowledge with communities, partners and other regulatory groups in the NWT, Nunavut, and other regions of Canada.</p> <ul style="list-style-type: none"> ○ Social media posts and website articles focused on providing education about wildlife and wildlife habitat in Wek'èezhìi and communicating with communities about meetings, workshops, and conferences. ○ Participating at the 2025 Rivers to Oceans Day event. ○ Networking with schools to set up contacts for future school presentations. Mezi Community School (Whatì, NT) presentation in October 2025. ○ WRRB Newsletter published in Spring 2025, Summer/Fall 2025, and Winter 2025/2026. <p>Increase use of Tłıchq language in communication materials.</p>



GOALS	ACTIVITIES
	<p>Draw on the strength of Tłıchq language and culture to enhance communication.</p> <ul style="list-style-type: none"> ○ Tłıcho Yatıı is used for wildlife species names and place names in all correspondence and communication materials (website and social media). <p>Consider community seasonal rhythms in communication activities.</p> <ul style="list-style-type: none"> ○ Has not been implemented. <p>Utilize the WRRB website to better communicate WRRB recommendations and decisions.</p> <ul style="list-style-type: none"> ○ Social media posts to direct the public to the WRRB website’s Management Proposals page.

GOALS	ACTIVITIES
<p>GOAL 4 - COLLABORATION & CO-MANAGEMENT</p> <p>Develop and maintain collaborative partnerships that promote increased knowledge, and effective decision making in Wek’èezhıı.</p>	<p>Pursue networking opportunities that expose the Board and staff to new partners and funding opportunities.</p> <ul style="list-style-type: none"> ○ Fate of the Caribou is a collaborative research group focused on furthering the understanding of how caribou and the ecosystems and communities that rely on them are affected by climate change and human development. The WRRB is a partner. ○ Attendance at the 2025 Tłıchq Ekwò Gathering (Behchokò, NT), 2025 NWT Board Forum (Fort Good Hope, NT), Young Leaders’ Summit on Northern Climate Change (Kluane Lake, YT), 2025 International Wildlife Conference (Lillehammer, Norway), and 2025 Wildlife Society Conference (Edmonton, AB).

GOALS	ACTIVITIES
	<p>Work with the Government of Nunavut and the GNWT on management of caribou and caribou habitat.</p> <ul style="list-style-type: none"> ○ ACCWM – developed and revised <i>Taking Care of Caribou: The Cape Bathurst, Bluenose-West, and Bluenose-East Barren-ground Caribou Herds Management Plan</i> (2014, 2021, currently ongoing 10-year review), annual meeting to share community and scientific knowledge to determine herd status ○ Bathurst Caribou Advisory Committee – developed <i>Bathurst Caribou Management Plan</i> (2021), annual meeting to share community and scientific knowledge to determine herd status <p>Continue to support community-based monitoring of caribou and other wildlife.</p> <ul style="list-style-type: none"> ○ Ekwò Nàxoèhdee K'è (Boots on the Ground) Program – WRRB collaborator since 2016 ○ Tł̄chq̄ Diga Harvesting Program – WRRB support since 2020 ○ Caribou Guardians Coalition – WRRB collaborator since 2020 <p>Encourage community involvement in the status assessment process.</p> <ul style="list-style-type: none"> ○ As species reassessed (Western toad & Northern leopard frog) and assessed (Canadian toad) were not found in Wek'èezhì, SAR consultations were not required in 2025.
<p>GOAL 5 - PROCESS</p> <p>Improve the Board's processes and practices to ensure transparency, efficiency, effectiveness, and adaptability in implementing its mandate.</p>	<p>Provide orientation and training opportunities to ensure staff and board members have the knowledge required to make sound decisions and recommendations.</p> <ul style="list-style-type: none"> ○ Staff participated in various wildlife webinars (online) and Wilderness First Aid Training. ○ Some Board Members took part in Administrative Law training. <p>Review and improve, internal policies and processes, where necessary.</p>

GOALS	ACTIVITIES
	<ul style="list-style-type: none">○ Revised and approved several policies in the Operating Procedures Manual – August 2025○ Revised and approved 2025-2030 Strategic Plan – February 2025○ Undertook third party external review of the Board and its processes, ERM completed January 2025, WRRB response May 2025.





ANNUAL ACTIVITY REPORTING – 2019 TO 2024

Tabled below are the actions taken by the WRRB Board and staff under each activity during the years 2019 to 2024 to achieve progress towards our goals. The actions taken are provided in a bulleted list below the relevant activity, organized per goal.

GOALS	ACTIVITIES
<p>GOAL 1 - REGULATORY/MANDATE</p> <p>Ensure recommendations and decisions are meaningfully implemented, and based on existing expert opinion and Tłıchǫ, scientific, and local knowledge.</p>	<p>Attend relevant interjurisdictional conferences and workshops that expose the Board and staff to new partners and funding opportunities.</p> <ul style="list-style-type: none"> ○ Attendance at the 2023 North American Caribou Workshop, Anchorage, AK <p>Encourage all stakeholders to participate and/or implement management actions.</p> <ul style="list-style-type: none"> ○ Affected Parties are contacted via email when new proceeding has been opened to provide public comment or to register and provide comment as a Participant. ○ Option to sign up for notifications when new documents and/or management proposals have been added to Public Registry or Management Proposals page. <p>Call upon the knowledge of experts, such as Tłıchǫ elders and scientists, in support of Board decisions and actions.</p> <ul style="list-style-type: none"> ○ Currently have two scientific experts and one TK expert on an as-needed contractual basis ○ Request public input for proceedings and management actions through the Public Registry or Management Proposals page.

GOALS	ACTIVITIES
<p>GOAL 2 - WILDLIFE AND HABITAT FIRST</p> <p>Manage wildlife and habitat in Wek'èezhìi to ensure their health and sustainability in the face of change, through management and conservation efforts.</p>	<p>Identify research and monitoring priorities.</p> <ul style="list-style-type: none"> ○ Priorities are most often identified in Reasons for Decision Reports. <p>Increase support, participation, and initiation of research and other activities to better understand the impacts of natural and human-caused changes in Wek'èezhìi.</p> <p>Pursue new funding opportunities for research and monitoring projects, e.g. to monitor climate change impacts.</p> <ul style="list-style-type: none"> ○ Participation in the development of a candidate protected area and shared conservation and management objectives for Dinàgà Wek'èhodi. ○ Support letters and in-kind resources provided for the following proposed and ongoing programs (2022-2024): Ekwò Nàxoèhdee K'è (Boots on the Ground) Program (TG), Forecasting potential habitat and range expansions or retractions of boreal, mountain, and barren-ground caribou under changing climate, wildfire, anthropogenic disturbance, permafrost thaw, and vegetation (ECCC), Monitoring predator-prey spatiotemporal dynamics on the Bluenose East caribou herd calving grounds (ECC), Environmental and human factors that best predict boreal caribou survival and population trends (ECC), Climate Change Knowledge Centre (TG), Comparative Analysis of Climate, Weather, and Spatial Patterns Affecting Caribou Survival Patterns (Fate of the Caribou), Temporal & Spatial Patterns of Predation Risk on the Bathurst Caribou Range (UBC), Using Acoustic Monitoring to Measure the Impacts of Insect Harassment on Summer Calf and Adult Survival (Fate of the Caribou), One Health Biostatistics & Data Science Initiative (OneData) (UofC), Community-led Species at Risk Detection: eDNA sampling in traditionally important water bodies (NSMA), Indigenous Knowledge of Berries in the Northwest Territories (ArcticNet) <p>Encourage stewardship in Wek'èezhìi.</p>



GOALS	ACTIVITIES
	<p>Encourage traditional and responsible resource use.</p> <ul style="list-style-type: none"> ○ Primarily these activities are managed through educational posts via WRRB website or social media.
<p>GOAL 3 - COMMUNICATION & EDUCATION</p> <p>Continue to improve communications with Tłıchǫ communities, governments, partners, and members of the public to promote the exchange of knowledge and culture. Foster awareness of the Board, and its practices and decisions.</p>	<p>Increase communication opportunities with communities and the public.</p> <p>Educate youth and elders about the WRRB and its activities.</p> <p>Increase opportunities to educate, learn and share knowledge with communities, partners and other regulatory groups in the NWT, Nunavut, and other regions of Canada.</p> <ul style="list-style-type: none"> ○ Limited success due to Covid-19 pandemic. Focused on online materials only. <p>Increase use of Tłıchǫ language in communication materials.</p> <p>Draw on the strength of Tłıchǫ language and culture to enhance communication.</p> <ul style="list-style-type: none"> ○ Tłıcho Yatıı is used for wildlife species names and place names in all correspondence and communication materials (website and social media). <p>Consider community seasonal rhythms in communication activities.</p> <ul style="list-style-type: none"> ○ Has not been implemented. <p>Utilize the WRRB website to better communicate WRRB recommendations and decisions.</p> <ul style="list-style-type: none"> ○ Created the Management Proposals page for public input.

GOALS	ACTIVITIES
<p>GOAL 4 - COLLABORATION & CO-MANAGEMENT</p> <p>Develop and maintain collaborative partnerships that promote increased knowledge, and effective decision making in Wek'èezhìi.</p>	<p>Pursue networking opportunities that expose the Board and staff to new partners and funding opportunities.</p> <ul style="list-style-type: none"> ○ Fate of the Caribou is a collaborative research group focused on furthering the understanding of how caribou and the ecosystems and communities that rely on them are affected by climate change and human development. The WRRB is a partner. ○ Attendance at the 2023 North American Caribou Workshop, Anchorage, AK. <p>Work with the Government of Nunavut and the GNWT on management of caribou and caribou habitat.</p> <ul style="list-style-type: none"> ○ Advisory Committee for the Cooperation of Wildlife Management (ACCWM) – developed and revised <i>Taking Care of Caribou: The Cape Bathurst, Bluenose-West, and Bluenose-East Barren-ground Caribou Herds Management Plan</i> (2014, 2021), annual meetings to share community and scientific knowledge to determine herd status (2016-2024). ○ Bathurst Caribou Advisory Committee (BCAC) – developed <i>Bathurst Caribou Management Plan</i> (2021), annual meetings to share community and scientific knowledge to determine herd status (2021-2024). <p>Continue to support community-based monitoring of caribou and other wildlife.</p> <ul style="list-style-type: none"> ○ Ekwò Nàxoèhdee K'è (Boots on the Ground) Program – WRRB collaborator since 2016, Conservation Biologist participated as Scientific Researcher from 2020 to 2023. ○ Tłıchq Diga Harvesting Program – WRRB support 2020 to 2024. ○ Caribou Guardians Coalition – initiative to develop a regional network of community-controlled caribou guardian programs, WRRB collaborator since 2020. <p>Encourage community involvement in the status assessment process.</p> <ul style="list-style-type: none"> ○ SAR consultations jointly conducted with Tłıchq Government in all four Tłıchq communities in 2019 (<i>Management Plan for Bats in the NWT & Recovery Strategy for</i>

GOALS	ACTIVITIES
	<p><i>Barren-ground Caribou in the NWT) and 2022 (re-listing of T̄qdzı (Boreal Caribou) as threatened).</i></p>
<p>GOAL 5 - PROCESS</p> <p>Improve the Board’s processes and practices to ensure transparency, efficiency, effectiveness, and adaptability in implementing its mandate.</p>	<p>Provide orientation and training opportunities to ensure staff and board members have the knowledge required to make sound decisions and recommendations.</p> <ul style="list-style-type: none"> ○ 2019/2020 – Wilderness First Aid and Standard CPR, Egress training and WSCC-approved Supervisor Training (Staff). Due to Covid-19 restrictions, Board Member training opportunities were put on hold. ○ 2020/2021 – Wilderness First Aid and Standard CPR, University of Alberta’s Indigenous Canada (online), Leadership Communications (online), ATIP Training (online), and various wildlife webinars (online) (Staff). Due to Covid-19 restrictions, Board Member training opportunities were put on hold. ○ 2021/2022 – University of Alberta’s Indigenous Canada (online), GNWT’s Living Well Together – Indigenous Cultural Awareness and Sensitivity Training (online), T̄łchq Yatı̀ Beginner 1 & 2 (online and in-person language course), and various wildlife webinars (online) (Staff). Due to Covid-19 restrictions, Board Member training opportunities were put on hold. The Board and staff did have the opportunity to participate in a site tour of the T̄łchq All-Season Road in May 2021. ○ 2022/2023 – KAIROS Blanket Exercise (in-person), T̄łchq Yatı̀ Beginner 1 & 2 (online and in-person language course), and various wildlife webinars (online) (Staff). Board Member training opportunities continued to be put on hold due to Covid-19 restrictions. ○ 2023-2024 – Various wildlife webinars (online), 2023 North American Caribou Workshop and Arctic Ungulate Conference (in-person) (Staff). Board

GOALS	ACTIVITIES
	<p>Member training opportunities have yet to be reintroduced since the Covid-19 restrictions.</p> <p>Review and improve, internal policies and processes, where necessary.</p> <ul style="list-style-type: none"> ○ Revised and approved several policies in the Operating Procedures Manual, including establishment AI Policy Statement – September 2019, December 2021, May 2023, and February 2024. ○ Developed and approved Exposure Control Plan – September 2020. ○ Revised and approved Exposure Control Plan – February 2021. ○ Revised and approved Operational Health & Safety Policy – September 2020. ○ Revised and approved Rule for Management Proposals – May 2024. ○ Revised and approved Rule of Procedures – May 2024. ○ Undertaking third party external review of the Board and its processes (ERM) – completed January 2025.





APPENDIX B

GLOSSARY

Conservation – The careful preservation and protection of the lands, water, wildlife, and natural resources to prevent overexploitation, destruction, or neglect.

Habitat – The place or environment where plants and animals live and grow.

Health – The state of being free from threats, illness, or injury.

Management – The conducting or supervising of something.

Mission – A short statement of an organization’s purpose and its overarching goal.

Mitigation – The act of reducing the severity of something.

Monitoring – To watch, keep track of, or check, usually for a particular purpose or specific goal.

Research – Studious inquiry, examination, investigation, or experimentation aimed at the discovery and interpretation of facts.

Renewable resource – A substance of economic value that can be replaced or replenished in the same or less amount of time as it takes to draw the supply down. Examples include solar energy, wildlife, wind, and water.

Sustainability – The avoidance of the depletion of natural resources in order to maintain these resources now and for future generations.

Tribunal – A person or institution with authority to judge or determine claims or disputes.

Values – Core ethics or principles in which an organization abides.

Vision – A statement that describes the long-term goal of an organization.

Wildlife – Living things such as mammals, birds, and fish that are neither human nor domesticated.

