

Species at Risk Act Consultation, Cooperation and Accommodation Project Needs Assessment Report: Prairie Region

In Partnership with Environment and Climate Change Canada (ECCC) and
The Centre for Indigenous Environmental Resources (CIER)

August 2024

Report Completed By:



Acknowledgements

In January 2023, a comprehensive Needs Assessment was conducted across the Prairie Region encompassing Manitoba, Saskatchewan, and Alberta. A comprehensive outreach effort was made, with questionnaires disseminated to over 500 participants, resulting in 46 responses. The enclosed document presents these responses, with stringent measures taken to safeguard the anonymity of all participants through the removal of personal information.

The Centre for Indigenous Environmental Resources (CIER) would like to thank Environment and Climate Change Canada, Canadian Wildlife Service (ECCC-CWS) for partnering with CIER and funding the Species at Risk Act (SARA) Consultation, Cooperation, and Accommodation (CCA) National Project. We would also like to thank the Indigenous Nations who shared their opinions, knowledge, and invaluable feedback in this Needs Assessment.

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CIER, the Centre for Indigenous Environmental Resources, is a national First Nation directed environmental non-profit organisation. We offer research, advisory, and education and training services to Indigenous communities, governments, and private companies through our two program areas: Building Sustainable Communities and Protecting Lands and Waters.

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Executive Summary

As part of the SARA-CCA National multi-year project, a Needs Assessment was conducted to identify areas where CIER and ECCC-CWS can provide meaningful support and capacity to Nations and Indigenous organizations in the Prairie Region (Manitoba, Saskatchewan, and Alberta). The initial survey explored what is needed for monitoring and surveying terrestrial SAR, training and capacity within SAR recovery planning, and gauging interest in forming working groups addressing various topics related to SAR.

Background

The Centre for Indigenous Environmental Resources (CIER) and Environment and Climate Change Canada (ECCC) are collaborating on a Species at Risk Act Consultation, Cooperation and Accommodation project designed to facilitate Indigenous communities' and organizations' participation in ECCC's listing and recovery planning processes for terrestrial Species at Risk (SAR) as part of implementing the federal Species at Risk Act (SARA) by:

- Providing information and increasing knowledge of SARA and SAR;
- Enhancing opportunities to contribute meaningfully to listing and recovery planning under SARA for terrestrial SAR;
- Complementing existing ECCC funding programs by providing funding to assist communities and organizations in undertaking the activities necessary to contribute to recovery planning; and,
- Supporting capacity and skills development to incorporate SAR considerations in land use planning, management, and stewardship.

CIER's role in the project is to provide technical, administrative, and logistical support. CIER conducted the Needs Assessment survey virtually to help identify areas where support could be provided that would be most beneficial for Nations and Indigenous Organizations.

The Needs Assessment Survey was divided into four sections:

PART A: Focuses on general information about the individual responding to this survey and the Nation or Indigenous organization they may be responding on behalf of or representing. This information is to help us understand similarities and differences across the regions.

PART B: Seeks to understand the projects for monitoring and stewardship of SAR that Nations or Indigenous organization are already undertaking and gauge their interest in expanding those projects or initiating new projects in collaboration with ECCC.

PART C: Seeks to understand how current capacity and training resources available to Nations or Indigenous organizations are hindering or enabling engagement with ECCC on SAR and what other capacity and training needs should be considered in order to meet goals related to SAR.

PART D: Seeks feedback on how to organize smaller workshops and/or focus groups for Nations or Indigenous organizations to discuss experiential perspectives in the broader SAR listing and recovery process, and other areas of interest related to SAR.

Appendix A: Needs Assessment Survey Responses

PART A: Respondent Information

We are requesting this information to help us understand similarities and differences across the regions. *The * means required.*

1. What is your position/title within the Nation or Indigenous Organization? *

Responses:

Climate Change Coordinator
knowledge keeper
Consultation Coordinator
Consultation Representative
Director of Operations
Lands & Membership Director
Consultation Coordinator
Consultation Manager
Traditional Land Use Lead
Consultation Director
Consultation Director
Executive Director, Lands
Land Manager
Lands & Resources Manager
Lands Leasing Officer
Consultation assistant
Consultation Manager
Dene Ni Nenne Manager
Piikani Lands Manager
Terrestrial cumulative effects coordinator

advisor on matters biological
Director Environment Program
IGRC Government Relations Manager
Consultation Coordinator
Climate Change Coordinator
First Nation
Community Planner/Lands Manager
Manager/Financial Coordinator
Consultation & Land Manager
President
Councillor
Executive Director
IPA Project Manager
Consultation Coordinator
Climate Change Coordinator
Tech Unit Manager
Environment Coordinator
Director of Environment
Lands & Resources Coordinator
Policy Advisor-Treaty, Lands & Environment
Director of Consultation
President
Consultation Coordinator
Environmental Specialist
Environment Officer
Director

2. What is the nature of your position?

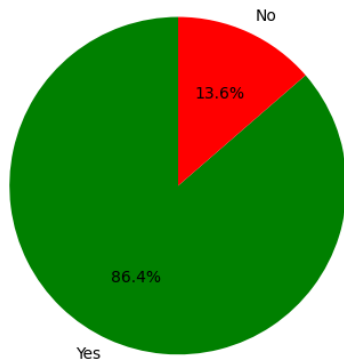
Position	Count
Interim Position	1

Short-term Contract (<1 year)	1
Long-term Contract (<1 year)	1
Part-time Staff	1
Full-time Staff	29
Hereditary Leadership	1
Elder	1
Consultant	1
Elected Leadership	5
Knowledge Holder	11

3. How long have you held this position?

Position Length	Count
Less than 6 months	3
6 months to 2 years	14
3-5 years	9
5-10 years	13
More than 10 years	7

4. Does your Nation / organization have a treaty, lands and environment departments (or similar)? *



a. How many staff work in this department?

Responses:

1
45
1
2

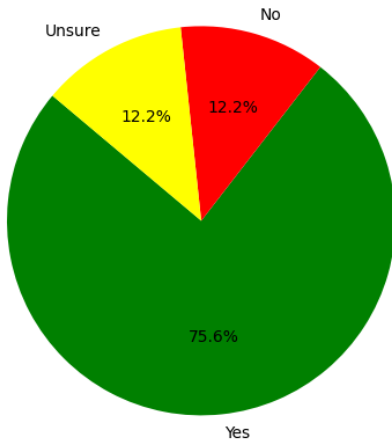
3
4-8
10
8
4
2
4
2
10-20
8
4
3
4
unsure
6
1000
2
13
5
1
6
20
3
7
12
4
1
Difficult to answer, as the functions of what I believe a treaty, lands, and environment departments do, are spread across multiple departments. Our Consultation Department has 10 staff.

2
three
15
2
6

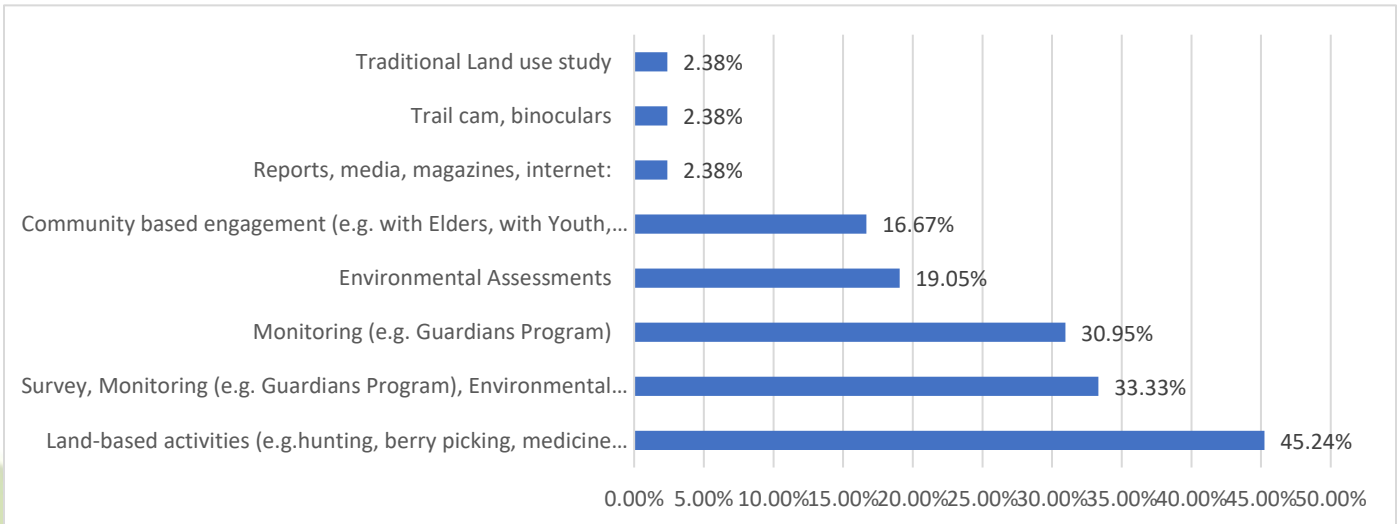
PART B: Species at Risk Monitoring and Stewardship

We are interested in understanding what projects for monitoring and stewardship of Species at Risk that you or your Nation or organization are already undertaking and gauge your interest in expanding those projects or initiating new projects in collaboration with ECCC. *The * means required.*

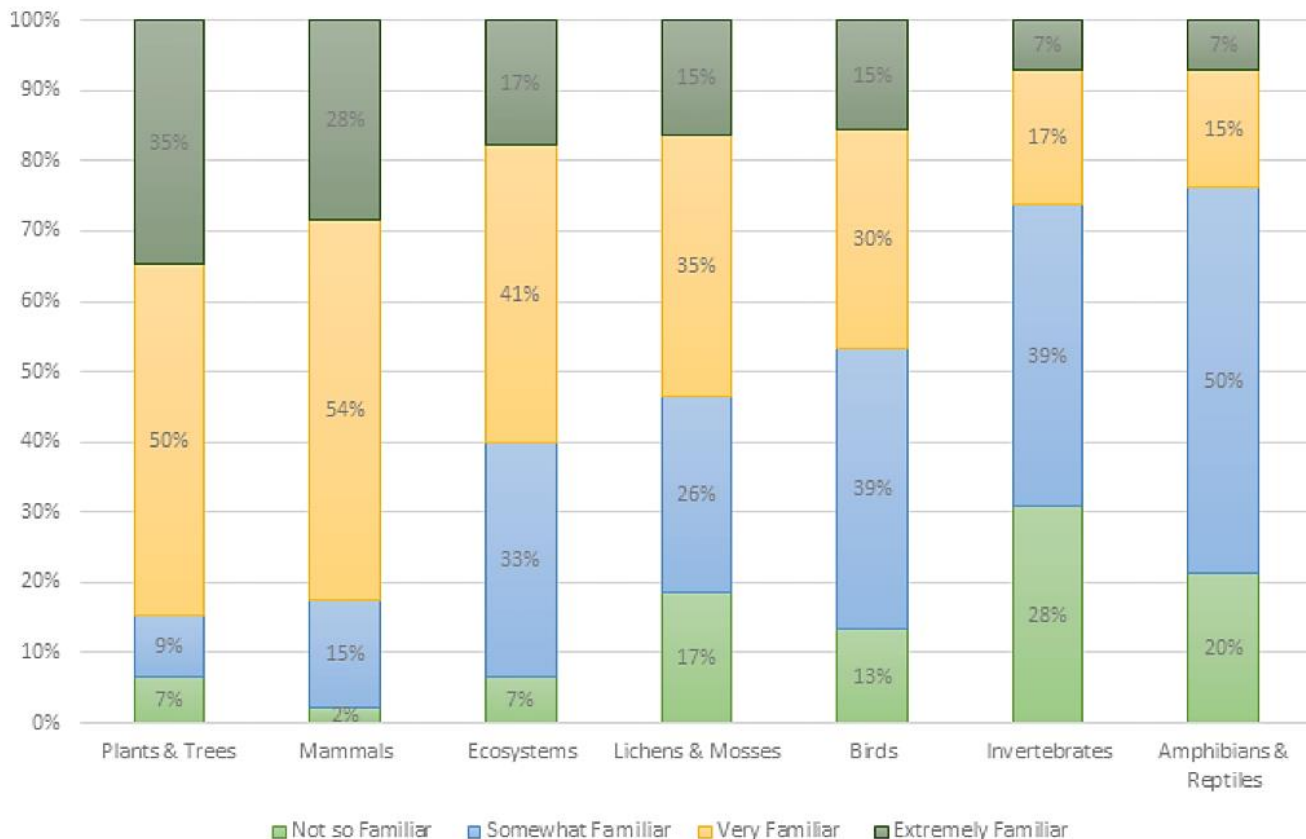
5. Does your Nation or Organization gather information about Species at Risk in your territory? *



a. How do you collect this information? [Situational question for yes/unsure; Check all that apply]



6. In your traditional territory, which of the following are you familiar with? [Mark only one per row]



7. Are there specific species or ecosystems that you are particularly interested in, or species of special significance to your community? [short answer]

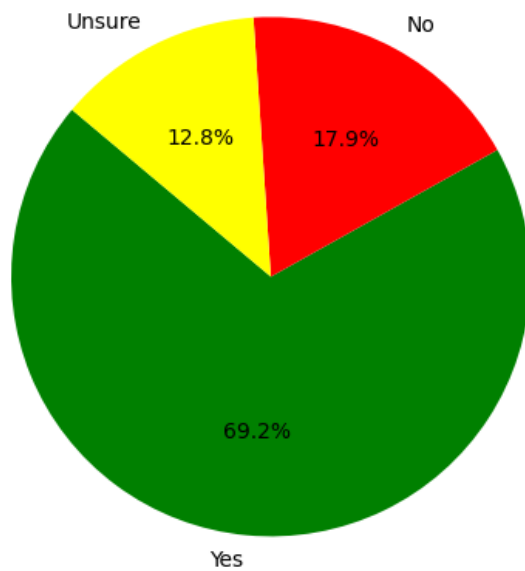
Responses:

traditional berry bushes and medicines
grassland, bears, swift fox, northern leopard frogs, raptors, song birds, grouse, plants and five needle pines
Wetlands around lake that play host to certain medicinal plants, bird habitats.
Mountains, Boreal forest, Foothills, Plains
Caribou - Boreal Pain to Shield to Taiga
moose
Plains Bison, Natural Grasslands, Foothills, Parkland, Boreal, Grizzly Bear, Bull Trout, Greater Sage Grouse, Whitebark Pine, Westslope Cutthroat Trout, Caribou - Not the extensive list, but a few we could remember.
Yes we are particularly interested in the limited in distribution and abundance ecosystems at the moment. All, or most species are of importance to our community as they are all interconnected and

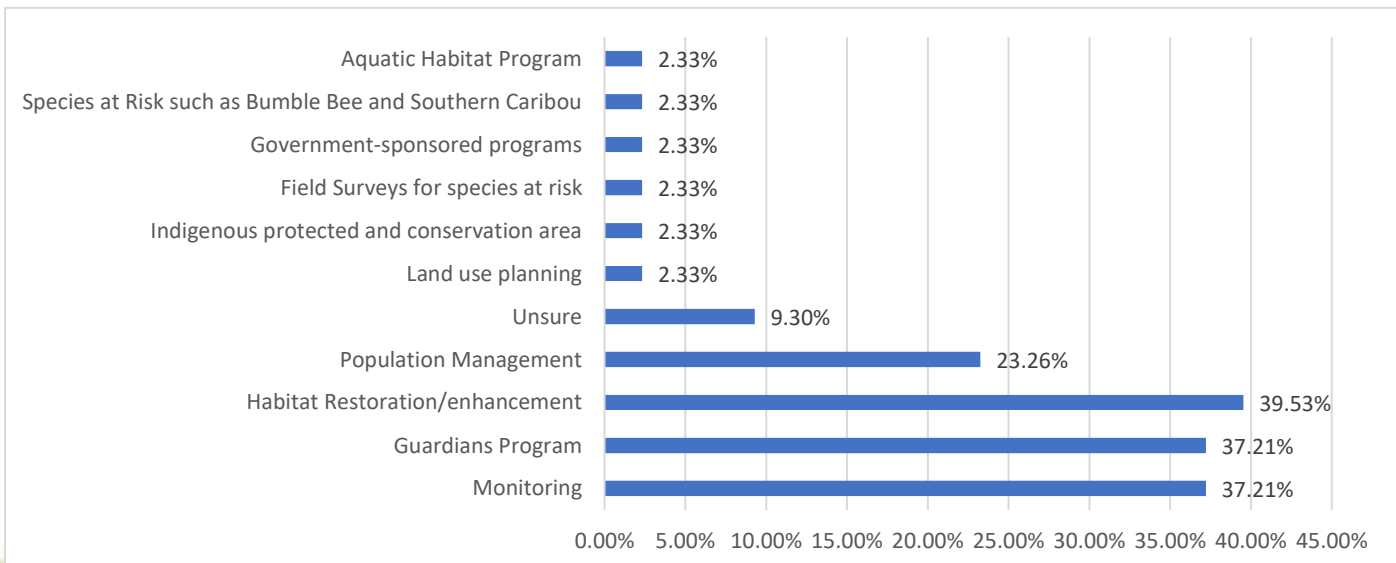
have value to some degree. Some species/ecosystems are more sensitive than others, such as the Old growth forests, SAR, etc.
Caribou, Arctic Grayling, Wolverine, Canada Warbler, Bats, all wetlands and intact forest types
Leafy Spurge
Caribou moose ducks
all of them
Moose and deer.
Moose and Caribou
Caribou, Semi aquatic fur bearing mammals
Green leopard toed frog
wet lands and forest areas
caribou and sturgeon
Boreal Forest, Grassland and aquatic ecosystems
Moose and muskeg
Medicinal plants and shrubs, fish and their ecosystems, wild game
traditional berries and medicines
Caribou, Moose, Eagles, Grizzly Bears
grizzly bear, elk, various medicinal plants, parkland, and alpine ecosystems
ecosystems harmed by industry
Sturgeon
zebra mussels
barren ground caribou, woodland caribou, old growth boreal forests
none
Communities are interested to work in Fish species and lake water monitoring.
Traditional Medicines and Food Supply
Wetlands
Plains bison, woodland caribou, grasslands, boreal forest
Moose, Caribou
Wood Bison, Boreal Caribou, Moose, Muskrat, Beaver, Boreal wetlands, od-growth forests
I am personally interested in the role insects and soil microbes play in the environment.

Athabasca Rainbow Trout, Bull Trout, caribou
grassland biome
All

8. Is your Nation or organization currently involved in any Species at Risk projects (e.g. monitoring, stewardship, land use planning, threat abatement, Indigenous Knowledge gathering)? *



a. What types of projects are you currently involved in? * [Situational question for yes/unsure; check all that apply]



- b. How are your staff and community members involved, and how do they bring their skills/training/knowledge to the project? [Situational question for yes/unsure; short answer]

Responses:

tacit knowledge, land-based learning
Through life experience, educational and awareness, through direct interview and workshops
visits, elders/ knowledge holders visits, plant identification
Our members are trained in report writing for monitoring programs and site visits.
Historical knowledge, education through elders, industrial partnerships
engagements
Unsure
We use Elders(interviews)Trappers
My contract staff are experts in wildlife biology, vegetation and soils, traditional uses for food, medicines, and survival. We bring them all together by infusing the Western Science methods with Indigenous science methods and do joint assessments or reviews of the information collected.
Traditional skills/knowledge of plants, animals and environment are used holistically in operational activities such as on the ground field work for data collection/monitoring in addition to technical contributions in project reports and strategic planning through SRFN's Environmental Monitoring Program
Staff are currently undertaking training
We have started a soil/water program. would like to do species and population management program
Trail cameras
Through interviews with elders
We run camera / ARU monitoring programs, conduct population management (trapping) and have an active field presence.
Community members/Elders/Youth - Traditional knowledge plus staff training
annual caribou monitoring sturgeon assessments
Our Staff have taking training in species identification and have been conducting in-field surveys looking to identify these species in their natural environment
Meeting participants, board members, land use studies, volunteer efforts, advocate for species
I believe there is quite system to collect and track data, but am unsure how it works. We have a group of very talented employees who work hard and to the best of the Nation.
education
Elders

Land base teaching
Elders, Knowledge Holders and Environmental Monitors are active on the land base and undertake weekly site assessments on potential industrial projects
we are working with local watershed alliance and alberta bat association. engaging youth throughout as well as including elders to provide for generational transfer of knowledge. our projects aims to understand the population and their habitat quality
They network, participate in community workshops and updates.
up to 10
field work (guardians); TEK collection (Elders);
We basically organize community engagement meetings where everyone shares their experience and knowledge.
Engagement and Training
BEAHR Training, Traditional Knowledge Holders, Elders, will be looking to provide further training.
We are currently building capacity within the team and developing connections with community. Right now highly reliant on one of our community members to provide monitoring of woodland caribou. They rely on roughly 20 local harvesters, trappers and elders.
Our Earth Keeper has 30+ years as a forester
we have actively monitored/worked with Wood Bison for the last 25 years
Staff are typically involved in the management of a given program, preparation of materials, report writing, training, and program design, and community members such as knowledge holders and elders involved in going out into the field to share their knowledge of the land, make observations, and ensure that what they are sharing is being interpreted correctly.
Traditional Land Use from our community members and Elders are used to gather information and data of the historic and current landscapes, and to understand the cumulative effects overtime. We are currently training our staff by providing them with the opportunity to take an environmental monitoring certificate, and through partnership experiences with local watershed groups and biologists so we can build local knowledge and capacity.
Data collection of traditional land use area
land users and knowledge holders
It's an adhoc / non continuous process mostly completed through similar grant projects.

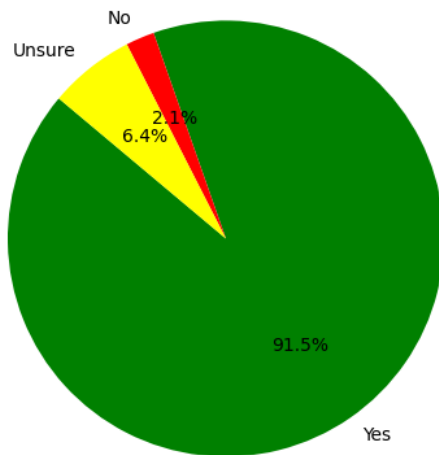
9. Are there SAR-related projects or activities that you or your Nation or Organization would like to do but cannot be due to your current resources (e.g. monitoring, stewardship, land use planning, threat abatement, Indigenous Knowledge gathering)? [short answer]

Responses:

Yes, water health, soil testing
we need long-term funding to create momentum for each project. funding for capacity
Land base education/ knowledge gathering on land that are very significant to our community
We would like to train the youth to learn more Indigenous Knowledge gathering. Without money or purposes besides hunting and gathering, it's hard to teach the knowledge because you need to be out on the land.
Lack of funds to spur some projects forward, need to increased post secondary education in biology or sciences, immediate need to monitor lands and be actively involved in current projects in regions, increased ability to improve our lands department for long term management purposes (funding)
We monitor Caribou with limited resources
Monitoring and Indigenous Knowledge Gathering AND application
yes, a complete analysis is needed on the state of the environment. Layering in of all the impacts that are existing and or potential is required to determine thresholds for sustainable environments. It is needed on the air, water, plants, animals, and activities related to the impacts on those.
1)Land use planning - identification of indicators, targets and thresholds and 2) Indigenous knowledge gathering through comprehensive TLU process
yes, basically what is listed
Monitoring leafy spurge and turtle bed restoration
Monitoring. Land use planning. IK gathering
all data collection is good to have, whether we conduct the research or someone else. Sharing that information is good for everyone as well.
Ungulates and surface/ground water impacts from oil and gas development.
Caribou monitoring
Habitat restoration and protection. Alternate pre management is staff limited.
Need a monitoring unit
Indigenous-led caribou management for NE Manitoba
WE would love to expand our SARA programing to encompass larger project areas that would allow for larger scale monitoring, threat abatement, Indigenous knowledge gathering, land use planning etc. The in field work is also critical, and or staff love this type of work as it involves direct interaction with the land
Invasive species taking over other plants, muskeg studies, studies done that are particular to this region, and all of the above

I think all SAR related projects are important but often are put on the backburner as we do not have the capacity to facilitate such endeavours.
unsure
little to no resources available
monitoring
we would love to do more but we do not have the human resources to take on more work. We do not have consistent committed capacity funding to recruit, train and retain people.
all of them
Indigestion knowledge gatherings, land use planning
monitoring, threat abatement zebra mussels
Monitoring, baseline data collection,
Monitoring and Land Use Planning
The Nations are interested in Fish species and wildlife monitoring projects, but could not start due to lack of funding.
Yes, need funding
Applied for a grant on a Schedule 1 species but need funding to plan, complete threat abatements, utilize traditional knowledge, encourage conservation practices, engage community members, and complete effective training.
We have a number of proposals in development or submitted but not approved. One project that we are looking for funding on, but haven't so far is a crowd-sourcing project to improve the number of sightings of rare and endangered plants and animals in Northern Saskatchewan. The Province's HabiSask system has almost no data for the north, and the data it does have is limited to roadways. It is unrepresentative of the diversity of the north and the true distribution of rare and endangered species. We would like to train Metis trappers and harvesters in identification and reporting, and have the resources to add the sightings to the system.
monitoring
We would like to participate in more monitoring, land use planning, and knowledge gathering as it relates to species at risk. Métis are stewards of the land, and it is an ongoing goal to play an active role in the conservation of at-risk species.
stewardship, and land use planning
Indigenous Knowledge gathering, land use planning, monitoring
medicinal plants
We would like to conduct a strategic assessment on traditional and SARA species review of mitigation and accommodation measures to sustainable strategies.

10. Are there specific barriers (such as capacity or training) that prevent your Nation or Organization from pursuing Species at Risk related projects? *



a. Please briefly describe any barriers. [Situational question for yes/unsure; short answer]

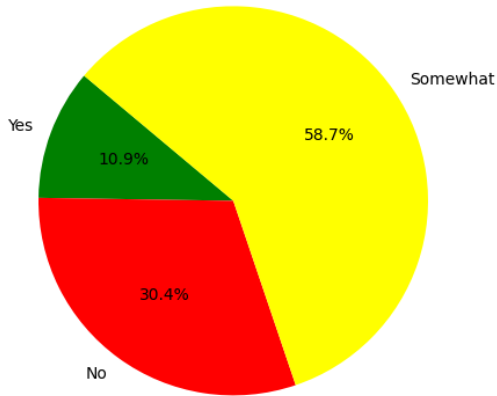
Responses:

Community Violence, no structure, no grassroot initiatives, no information. closures, community politics, community protocols and procedures
Funding, lack of long term employment,
Funding, opportunities, lack of support from sitting government officials,
We need more programs that require being on the land looking and learning. We have limited programs and funding. We do site visits and impact assessment but those are limited to business investment in natural resource development.
There is a lack of educated member in community specific to biology or sciences. Current staff needs more training ins environmental work and education. Need to encourage graduates towards sciences. Some of these barriers is not enough funding to support all post secondary students. lack of job placement to gain employment as lack of funds to hire more people in community for particular positions such as in lands department.
none at this time
Lack of people with experience and schooling
Staff hiring & funding
Capacity in terms of funding and personnel.
The barriers we face are lack of human resources, even if we can get them trained, there is no support to guarantee employment for them to sustain a full time livelihood.

Time, \$ and human resources!
training as well as capacity for data collection and management
Funding resource
Capacity and financial barriers
lack of training, equipment, tools, avenues to use the data, like enforcement and protection strategies.
No money for dedicated position outside consultation notifications.
Funding
Access to the Cold Lake Air weapons Range. Access to the ILI guardian program. Capital funding for on and off reserve facilities.
Training is a key factor
We are a small community with many responsibilities and often there are not enough bodies to do the work.
Financial - we need the financial resources to further fund our in-field activities and obtain the proper tools for project delivery.
Administrative capacity to run the programs and report. Training, funding, proposal writing that meets criteria, mandates are not meeting our needs
Capacity, Unrecognition of our Rights and their boundaries
trust of outside entities, political, ignorance, community deaths,
Caribou
Lack of financial resources to monitor long-term projects
funding, very few young people take STEM studies - limited interest. Urbanization and colonization have whittles away traditional use in our territory
funding
We need the younger generation to become more involved and offer them training and employment to learn of what is affecting our surroundings.
Funding, admin staff for the department, we mostly have hands on staff, new equipment to conduct the monitoring most use their own ie. skidoos , plus we need more safety training as our conditions change with the hydro water fluctuations
knowledge of appropriate monitoring or data collection methods that could be used
Funding capacity
We need trainings which could help us in identifying species in our Nations.
funding

To complete monitoring programs and understanding interconnectedness at a government required level, would need post-secondary or industry training to acquire necessary skills. Translation of skills and tools is barrier. Costs of appropriate equipment is a barrier. Physical labour is a barrier.
Capacity remains a major barrier. We represent the interests of everyone across the province, from grasslands to taiga shield. This requires staff that have knowledge of a wide variety of species and ecosystems. We do not currently have any staff dedicated to species at risk.
lack of funding
We have not, until recently, been funded to monitor or to work on habitat restoration.
Funding and staffing are a huge barrier. Our consultation and environment departments are entirely grant funded, primarily through federal grants. The staff we have are committed to carrying out the deliverables associated with those grants. additional grants should provide enough capacity to hire staff dedicated to the initiative, rather than further dividing the workload of existing staff and stretching us all thinner. Additionally, given that the consultation department is completely federally funded, having matching components to SARA grants that need to come from a non-federal source immediately rules out that grant for us. Providing honoraria for participation is not necessarily helpful, as staff cannot accept honoraria, and honoraria does not help identify and coordinate community members for participation in an initiative.
We are in need of someone who already has the knowledge, experience and training to facilitate programs with the community such as stewardship and land planning. As well, financial capacity to keep these programs running.
Financial Capacity
species-specific knowledge
No funding for Environment program or climate change work
Education, Training, Socio-economic influences, unaddressed social a / cultural barriers as well.

11. When your Nation or Indigenous Organization receives a referral for a development project and/or is planning a development (e.g. forest harvesting, mining, aggregate pits, road construction, housing), do you have the information you need to plan for potential impacts to Species at Risk (e.g., known locations and habitat, information about the species)? *



- a. Please briefly describe what additional information you would require that you do not have access to. [Situational question for somewhat/no; short answer]

Responses:

pre requisites
involvement in actual initial planning
Not so much information but it's always great to have additional information but in most cases it's time as well financial support/resources and additional staffing
Increased knowledge and connection to what SARA species we should be aware of in our regions and what more should we be doing to further protect them. Currently traditional and cultural practices and past events have guided us but more needs to be done and considered. Particularly when industry is expanding rapidly into the northern most regions.
funds
unsure
Maps of habitat, sensitive areas, data, etc.
Up to date habitat range maps and population statistics for all species. Thresholds and rates of extinction, etc.
Western science data sets used for the current risk assessment listing
information provided is generic and we need to conduct onsite visits to assess the area and record ecosystem information
expertise in these fields
Knowledge of SAR
studies and reports conducted by the proposers, and then time to review and adequately research the research ourselves.

What animals are at risk in those specific areas and what will the companies be required to do as a result. How to look for them.
Training
Alberta's GPS collar dataset for caribou.
Access to data/training
Current static information on species at risk that is updated on a regular basis
There are multiple answers to this - we need access to whatever information is already out there - these sources are not always readily apparent or available
What habitats are in these areas, no opportunity is provided to go out on the whole land area to look for specific sites (i.e. woodpecker trees, medicinal plants, fungus). We don't receive information on the land pre-development. Differences in what is important to Indigenous people as to what is important to developers.
Provincial projects or projects that are newer do not consistently have SARs information, and sometimes we are notified either close to deadlines, cutoffs, and/or after the fact. This leaves us unable to provide information as to how this would impact our Nation
Processes, status, training.
Spatial files and mapping personnel
proponents do not point out species at risk through the Alberta consultation process, they do when Canada is the regulator. Alberta does not promote collaboration between them, industry and Indigenous to address SAR. We need listing of species, local population data and understanding of the stresses they are facing to allow us to include protection of their habitat when we are consulted. We believe that our way of life is at risk - just as these species are....every species lost is an additional cut to the thousands we have already endured
capacity funding
More information on land use
more data on woodland caribou, habitats and also how each activity impacts the SAR
Remediation processes
The staff (including staff from Band office) needs training to deal and identify with species that are in risk.
data on sites and activities
New up to date data on populations, management and conservation plans, available resources for funding, types of training, skills, and education to complete.
The province's HabiSask system is the standard resource for proponents when conducted site assessments/ phase I assessments. Right now the North is massively underrepresented in the system with essentially no sightings noted in the north outside of roadway and resource corridors. This is not a true representation of the North and gives proponents free hand to decimate important ecosystems.

Resources to train folks to identify species, staff to add sightings to HabiSask, and digital mapping resources to build our own maps would help.

updated information on status of Caribou herd in the Caribou Mtn Wildland Park, and in the Red Earth Caribou Range

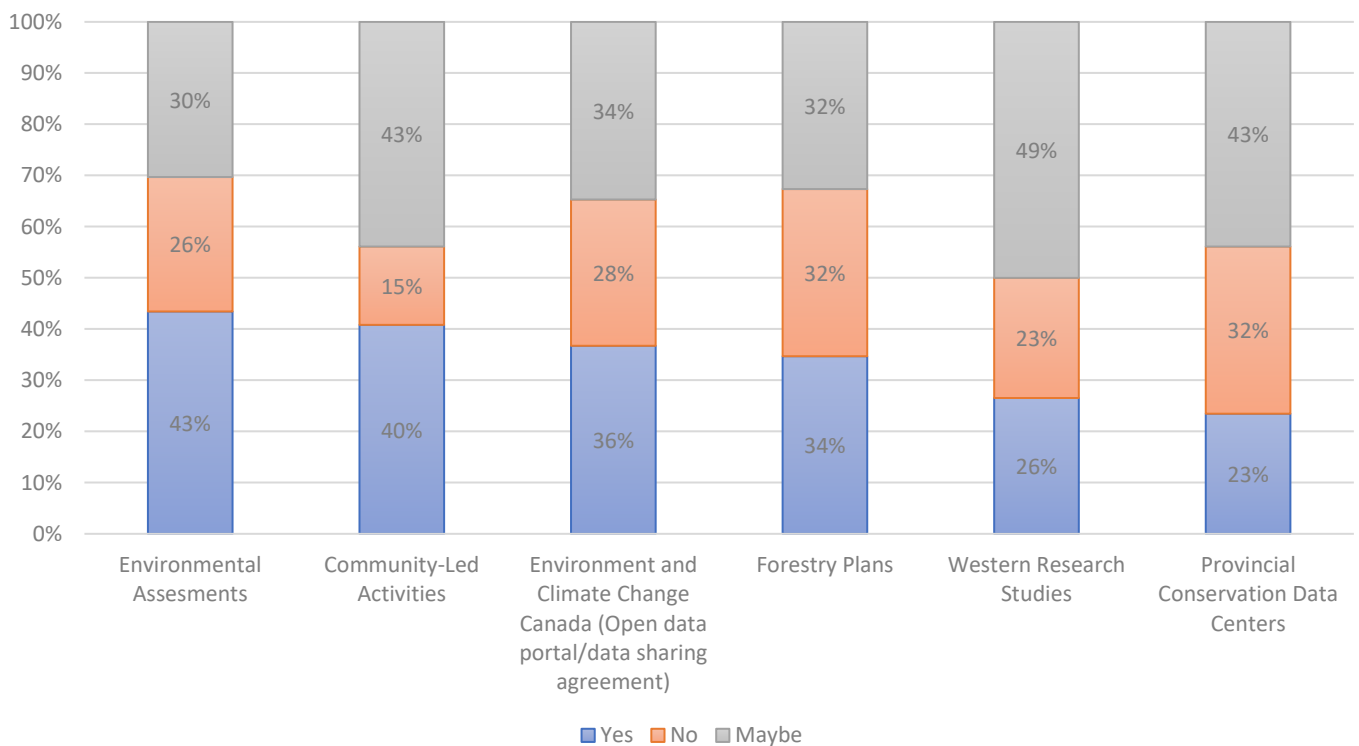
We cover the entirety of the Province of Alberta. Coordinating the information that exists, and identifying gaps over that large area of land and water is an ongoing goal.

Financial capacity and the opportunity to conduct traditional land use studies and field work of the proposed areas.

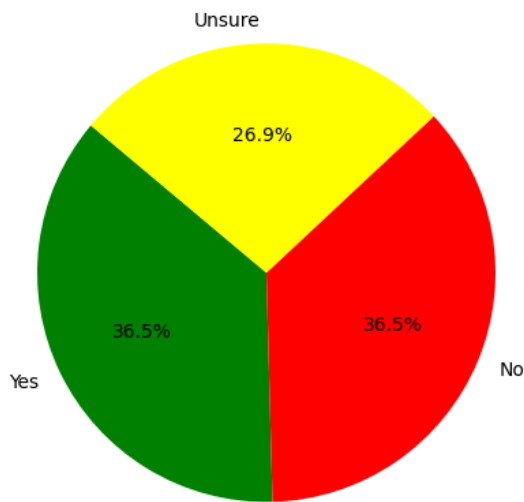
satellite photos, geophysical data, number of oil and gas wells and locations

Validation of cumulative effects and abatement strategies with measurable outcomes that are based in reality instead of modelled predictions.

12. Do you have access to data for Species at Risk that occur in your traditional territory from the following sources: [Mark one per row]



13. Does your Nation or organization maintain data and/or databases documenting Species at Risk?

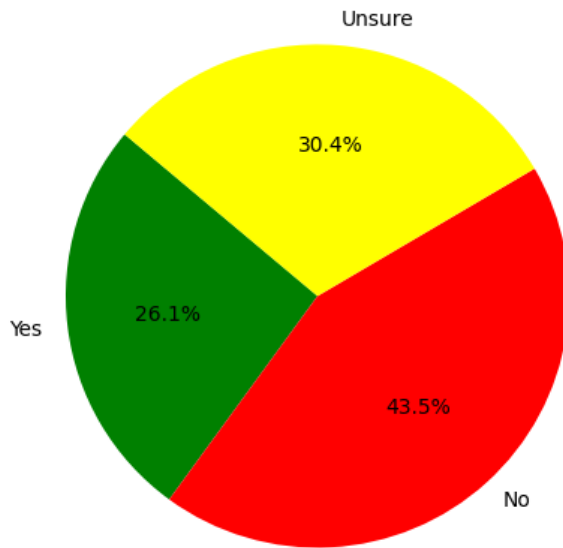


- a. Please briefly describe how the data is maintained (e.g. Microsoft Access database in band office). [short answer]

Responses:

GIS software, Excel spreadsheets
has our own data base that we compile open source data on. It is called the Samson Cree Nation Cultural and Ecological Management System. We do have issues with keeping it updated due to personnel constraints.
Right now it is only stored individually in each file. Data needs to be accumulated into a database.
Excel data sheets and ArcGIS in consultation office in addition to third party consultation software and management
ArcGIS dataset
Manitoba Hydro provides data maintenance regarding caribou monitoring; TK monitoring consists of paper and electronic reports held at the Band Office.
Excel spreadsheet and associated GIS/GPS information
Office
Software and files created by employees
GIS database (ArcGIS)
GPS
Data base in Nations Land & Environment office
While data is not specific to just species at risk, there is some data on species at risk that gets captured through surveys that we distribute to harvesters for example. Unfortunately there is not a central or standardized way this information is stored. This has been an area we are trying to improve in.
database in office
ArcGIS

14. When someone observes a Species at Risk in your territory, is there a standard procedure to record observations? *



a. Please briefly describe what process exists. [short answer]

Responses:

pictures, orally
in the process of creating a citizen science project that will help get community involved
In most cases it verbal observation or TLU interviews
Right now it is data collection of whom was involved and hat was the outcome and plan. Initiated by the lands person to start on it. Concerns is follow up as it for one person the work becomes heavy loads when compiled with the other projects happening at same time.
none at this time
I'm not sure if my community has a process
Site Assessments(Oil Projects) Limited monitoring (Caribou)
We encourage them to come into the office and note it with us. So we will conduct an interview with them.
Multiple opportunities but not formalized
we are currently building processes
We don't have a process
Monitor caribou with trail cams

Include specific species into reports and notify Indigenous Services Canada/Environmental
Observations are recorded and discussed but often are not adequately recorded in full detail.
has developed SOP's for field activities designed for search areas and document what is observed and where
Community members report their findings to IGRC. We make a few contacts but the ball gets dropped and follow up is minimal or not existent
no process set out yet, working on educating the communities on what to watch for.
Chief and Council are notified
Identify the Species at Risk, research the Species at Risk and then relay information back to proponents on potential mitigation measures.
zero capacity
Resource management board is informed as well as the chief and council
Guardians program has been beneficial to our community and pass on the knowledge to younger generations
picture is taken of species, tracks, scat, harvest site, etc. and submitted to YNLR office. Image is georeferenced, and included in database, along with any other observations made about the species.
Notifications via email.
Reviewing the species at risk list located on the Government of Manitoba website Natural Resources, if protected then activities in the areas where this species has been observed will be considered with a risk assessment and plan
No processes currently, looking to develop in the future.
Our members are asked to document species and location with date, location
If one of our over 56,000 registered citizens spots a species at risk somewhere in Alberta, they could potentially report it in an environmental or harvesting engagement they are involved in.
We developed an event form where all data is recorded
ad hoc
None, although Caribou is hot topic for monitoring but no longer for harvesting in favour of conservation.

15. Do you have other feedback or comments about your Nation or organization's needs/goals for:
- a. Monitoring and surveying Species at Risk in your traditional territory? [short answer]

Responses:

There is a lack of educated people on sciences. There is many people skilled and knowledgeable about lab use and history. Assistance to increase the needs/goals to protect resources is needed. Some of this is training needs to increase and improve ability to manage monitoring and surveys.
Would like to start
Our need is to have more staff and training(funding)
If we had the tools, capacity, and training to monitor we would love to do it. Even if it involved local land users (Hunters, those who gather medicines, berries, etc.)
As I work for the consultation department, we urgently need an Environment office, to manage and track all the data that the consultation office is collecting. Right now, it is convoluted in the one office of consultation.
We hope to have a robust monitoring system in place along with processes targeted towards the protection of identified species at risk
would like to have some training & equipment
we are in a valley , the heavy forested areas are a refuge and haven for all animals, with the ever growing ag. industry clear trees, diverting water, these regional animals are coming to the valley in which it is. Since there is a boom in the various animals here, there might be a battle for territories going on, and the predators may have an impact in the future that affects the environment as we know it!!
Training specific to our traditional land base would be great.
The biggest challenge for us is DND and accessing our traditional territory. This has gotten better recently, and we will be trying to deploy more programs this year
Need to create data base and monitoring for surveying
We love the work and would welcome more of it
Implementing programs costs time and money. Technology is not available to do better monitoring and surveying (i.e. drones for hard areas to get into). The landscape creates barriers and industry creates access issues.
Our lands for the most part sit untouched. We have land that is prime land for some of these species at risk.
Yes
protect everything around us
It would be great to receive long-term funding for monitoring species at risk within our territory
we would love to have the tools to allow for us to record sightings and to assist in habitat protection, when we protect SAR we protect indigenous rights
expecting nations to participate without capacity funding is dishonourable to engagement and consultation
We hope to receive additional funding to continue ongoing work.
More funding to programs/projects to help communities educate our youth. Perhaps summer program which would help them decide to further education.
Our territory is very large, and our office works with 3 First Nations and 4 indigenous communities, we need more funding to be able to do all the work that needs to be done.
We have just started working in Bumble Bee and Southern Caribou. We will have some

feedback at the end of the project.
need funding, we have a GIS
Capacity is lacking.
While the fur industry has been demonized by mainstream culture over recent decades and as a result has suffered a significant decline there are still many Metis trappers in Northern Saskatchewan. These trappers cover tens of thousands of square kilometers of land per year. They are an invaluable resource in monitoring and identifying species and behaviors like the sites of bat hibernacula.
build capacity
Need to have ongoing monitoring
More funding is needed, and training for youth
Existing infringements and impacts on s35 rights need to be addressed.

b. Land or conservation planning for Species at Risk in your traditional territory? [short answer]

Responses:

Each community is on their own stages
We need more funding to create a bigger educational and awareness push to the membership. More social media and community visibility.
Goals are to increase our lands department to effectively manage and be responsive.
Funding
feels that there needs to be more Indigenous involvement in the conservation planning.
yes, same as above, capacity to have the environment office established is my main priority, otherwise why are we doing consultation? The province of Alberta is not taking our data into consideration for future goals and or sustainability.
would like to have monitoring program specifically for Species at Risk
work with outside agencies to get the training, reports, tools and guidelines to follow when establishing our own protocols and data collection.
Will the oil and gas companies ever be stopped? They seem to have no issue with moving forward on any project in critical areas for our use.
We need funding
Again, challenges with DND. We have proposed IPCA's but these face political challenges with Alberta now
Need to research other agencies on how they do planning
would like more info prior to comments
nothing other than we would like to continue this valuable work and feel we are well equipped to do it
It would be very beneficial to have a land management plan and a water management plan. We have a Traditional Lifestyle Analysis project we would like to do that could provide a lot of information for Species at Risk and conservation planning but we would need some technical support and funding to accomplish this
The worst thing to happen out of this would be to identify SAR in the area and ECCC become involved and start making laws to circumvent our treaty rights. Trust is

Yes
protect everything around us
Our goal is to always protect and enhance species and their habitat
this requires a phone call or meeting.
same as above
The nations need to be included if other entities come into our resource area.
Education, participation is key and more funding
More engagement that is culturally appropriate
Capacity is lacking.
As I mentioned we are building capacity in the area and hope to be in a much better position in a couple years to engage in this area.
need to have the water, soil protected from contamination
Need information from Elders and specific Indigenous terms terminology for
Existing infringements and impacts on s35 rights need to be addressed.

- c. Stewardship or recovery actions for Species at Risk in your traditional territory? [short answer]

Responses:

At this time it is to soon to tell
in the works
Increased partnerships and involvement to learn and grow and create long term working relationships that enhance the lands department.
Training
We have not actively been involved in recovery actions for SARS, so it is hard to comment on.
same as above two questions.
per above
work with outside agencies to get the training, reports, tools and guidelines to follow when establishing our own protocols and data collection
How soon can you come train us and will it cost money?
Funding helps, but we need more provincial action on land management.
End goal of project for Stewardship within organization
Preservation ideas and education workshops for community members would help to identify the species at risk and provide tools to bring species back. It would create awareness
educating the public so we might move forward with SAR.
protect everything around us
Recovery actions would include government reducing the amount of dispositions on our territory, so that Species at Risk do not become at risk to potential extirpation or extinction.
empowerment. We need to be empowered to co-manage resources and protect land. Land back!
our nation us not being properly funded provincially or federally zero capacity means disingenuous engagement
We need to be informed and involved in any process or requests that fest our nation

More funding
Recovery and rehabilitation needs to be implemented
Capacity is lacking.
We are seeking funding support.
need to find materials that are safe to use in ways of supervising/managing/ the species at risk
landowners adjacent to reserve is a huge issue
Existing infringements and impacts on s35 rights need to be addressed.

d. Any other goals for Species at Risk. [short answer]

Responses:

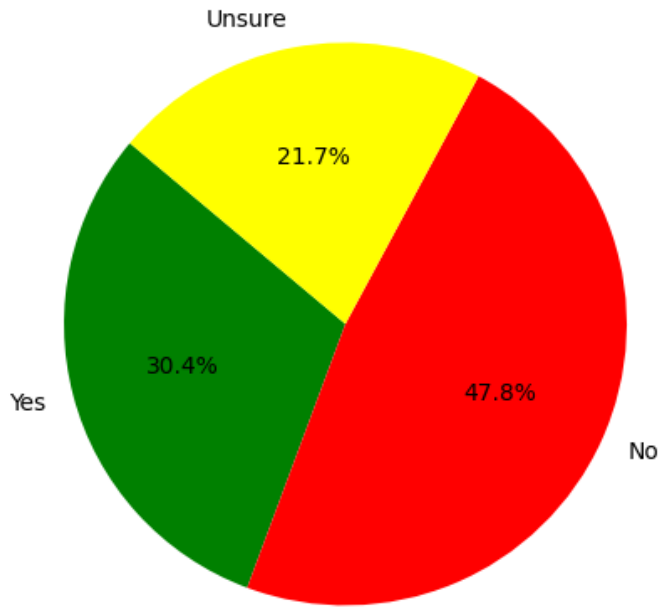
education is key
There are connections between nations, shared territories and lands visited in past. What happens in a neighboring area can have adverse effects in closer regions to the community. Creates a ripple effect and must be considered.
We want to get involved
Just that we would like to be more involved.
Yes, as stated earlier, we need the cumulative analysis of SAR and what it means for other related species and the future of them.
just to get something started. then work on it from there
Our needs are mostly funding to hire more staff
Our Nation has a clearly defined set of goals and objectives around land management but we are not making much progress with Alberta or DND.
Define goals for monitoring and workplan
need more info
no - regularly gets together with other First Nations in the range of the South Hudson Bay caribou herd using ECCC funding. Sturgeon communication is covered by the monitoring program for the Keeyask Hydro Dam.
Plant books of local species and animals that are at risk in our location rather than broad provincial ones (or other areas) would be more tailored for members use. The North is different than the South. Education must also be provided for introducing non-native species that may cause damage or harm and compete for surroundings. Another example involves feeding wildlife so they depend on you or cause problems (i.e. feeding squirrels who chew plastic plumbing and demand food). Younger generations need nature walks and education but society makes you so busy that no one has time so it has to be structured. Dangers of wildlife by introducing fruit trees or other plants for species that are going extinct might not be the best idea. What habitats could you build to attract the type of bats that are going extinct and how? Lots of ideas but government does everything by desktop and rarely come out to do boots on the ground observations that could help develop ideas together

Education is key right now. we have to know what we are looking for before we look for it.
protect everything around us
Capacity Funding
Should have some type of website that can be utilized is what is happening everywhere.
more funding
engagement with SARA has resulted in some recommendations that need to be addressed - traditional names of species to be used, prayers and smudging along with honorariums to be provided to participants during engagement
Capacity is lacking.
We are undertaking to convert our timber quota into a 10,000 sq. klm. Forest Conservation Management area, resourced by carbon offsets revenue.
Programs or training on all aspects for species at risk
Need capacity building

PART C: Capacity and Training Needs

We are interested in understanding how the current capacity and training resources available to you or your Nation or organization are facilitating your engagement with ECCC on Species at Risk and what the other capacity and training needs you may have in order to meet your Nation’s or organization’s goals related to Species at Risk. *The * means required.*

16. Have you been involved with any SARA-CCA training initiatives or funding opportunities? *



- a. How did those opportunities support/improve movement toward your land stewardship goals? [Situational question for yes; short answer]

Responses:

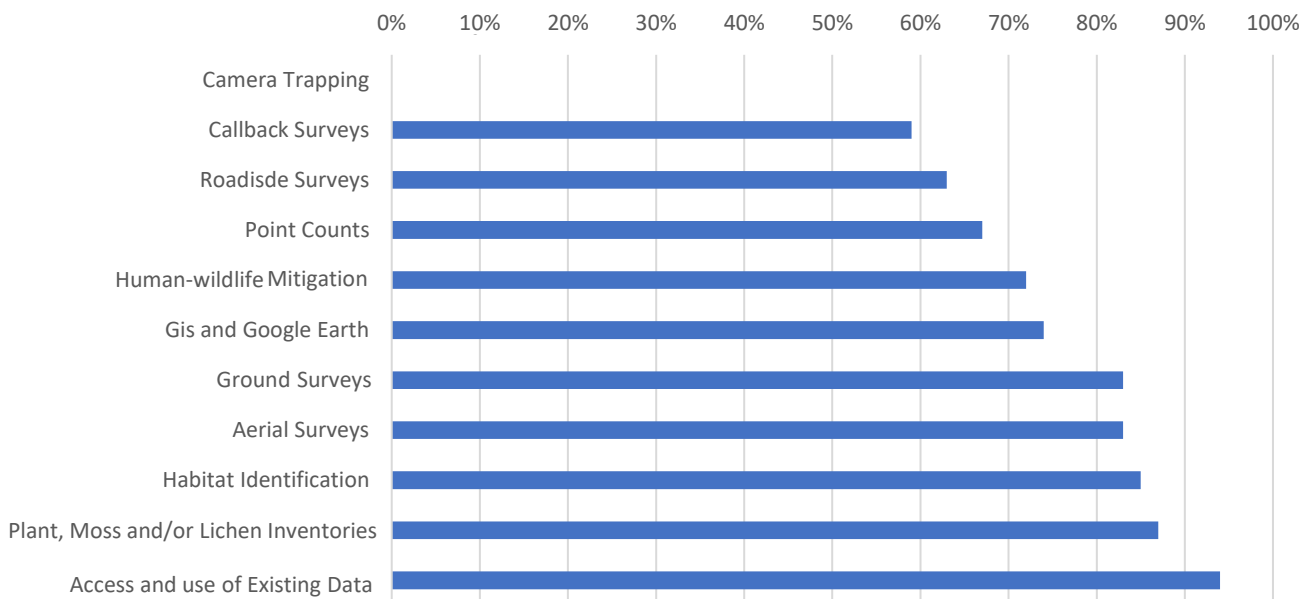
They didn't. having to apply for small pots of funding, is a capacity issue. got to weigh if applying for small pots are worth the time and capacity in the wider scope of daily activity.
information
Unsure
through the monitoring program we got, we were able to expose a few members to University of BC Environmental Monitoring program. We had a couple successful graduates who are now helping with the existing grants we were able to obtain (i.e. grizzly bear study, Oil sands monitoring)
Build capacity in understanding technical data collection, project design and analysis
Provided training and capacity in specific areas.
Enhanced awareness and information
They are exactly what we need. Like I said educating the public is key to starting anything with SAR
We were able to learn and engage in some meaningful dialogue
no, traditional and cultural projects needed
We are just in our first year of utilizing funding, so are still learning.

They allow us to maintain contact.

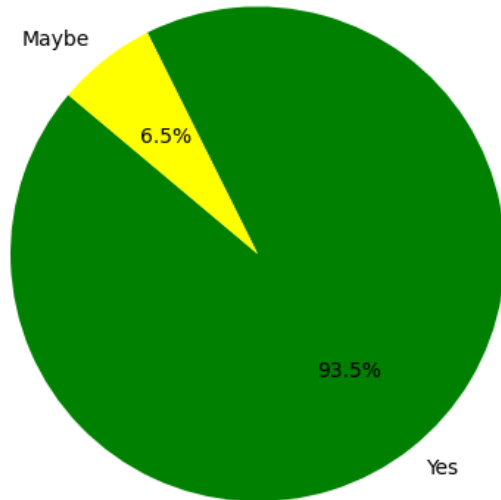
Unfortunately, in previous few attempts to secure capacity funding from ECCC to support growing the ability to participate in SARA initiatives, we were told there was no way to obtain funding without providing a matching of funds from a non-federal source. This is despite repeated discussions on the need to remove the matching requirement. The Consultation Department does not have the capacity to engage in SARA initiatives in this current environment.

It provided our community with the ability to observe the landscapes of the species at risk and understand the changes overtime.

17. To meet your Nation or organization's goals relating to Species at Risk, what training would help you succeed? * [Check all that apply]



18. Would you or your Nation or organization be interested in training on how to recognize and identify individual Species at Risk?



a. What format would you like that training to be offered? [Situational question for yes; short answer]

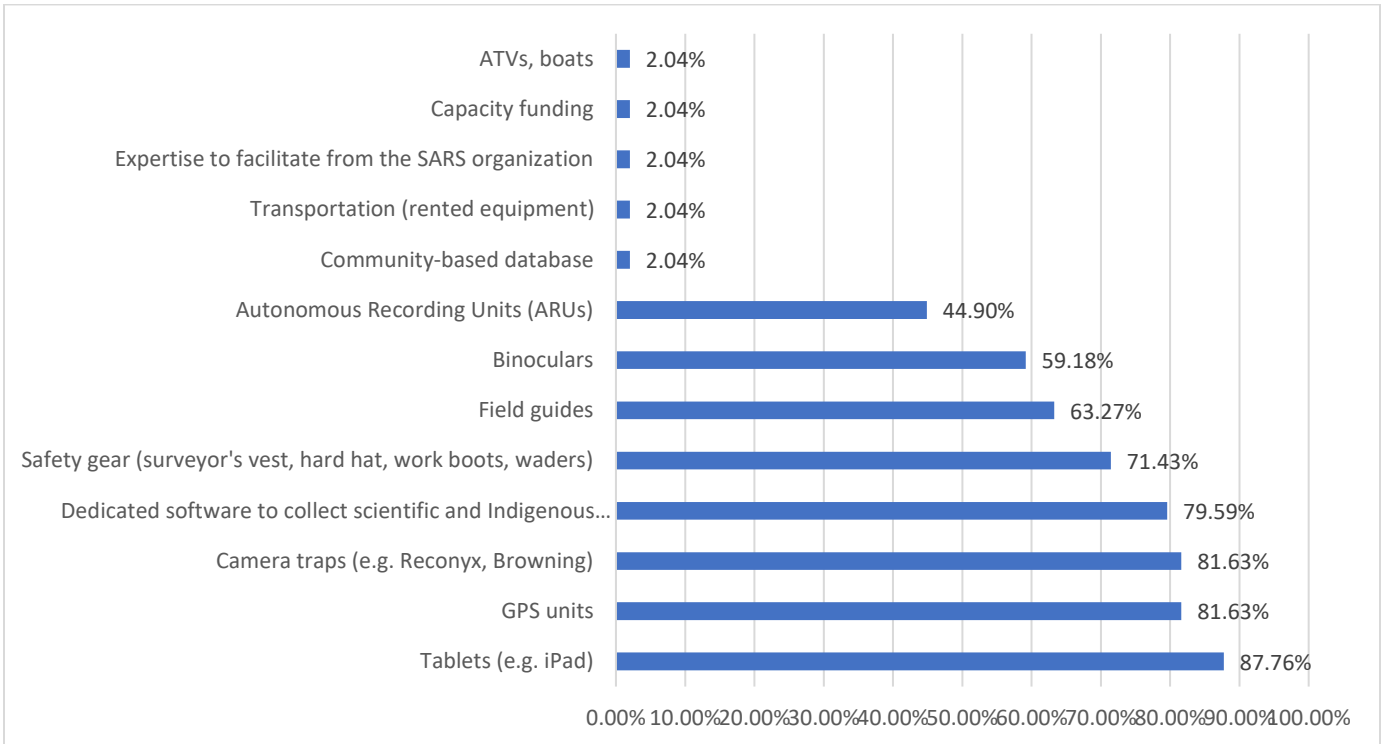
Responses:

in person
Bird songs, tracking and scat awareness, corridor protection, isolated habitat protection
Online or in person
in person or hands on is best, but also connection by online to a practical course. Funding to assist in some training or ability to access funds to offset costs.
zoom
in person or online
It does not matter
In person or online if needed.
in person.
Open to all forms
in person or online
preferably in person sessions

In person and virtual
identification, natural and unnatural impacts, documentation, reporting, planning, enforcement, protection strategies, policy development, protection plans, etc.
In person and field
In person
On-hands training/field training
online training is preferred -zoom
The training is best done in-community but the issue identified earlier, remains. Not enough people in the community to do all that has to be done.
on line or in person is great
In person and workshop settings on the reservation with possible Zoom access for off-reserve members if the topic is general to those in other areas.
Hybrid - Online and/or In Person
in person/hybrid
Anything
in person
In-person and in the field
in person, on the land
Zoom or direct interaction dialogue
Technology based, mentoring, instructor led and case studies
in person or virtual
in person
In-person
virtual
In-person field training.
Online, hybrid. Ideally it would be in community as many Elders have difficulty with
environmental management
Through video conference.
Online training
in person, field training
virtual

In person classroom training
In person, in community.

19. Based on your Nation or organization's current Indigenous Science and Stewardship goals, what equipment would be most beneficial to collect Species at Risk observations? * [Check all that apply]



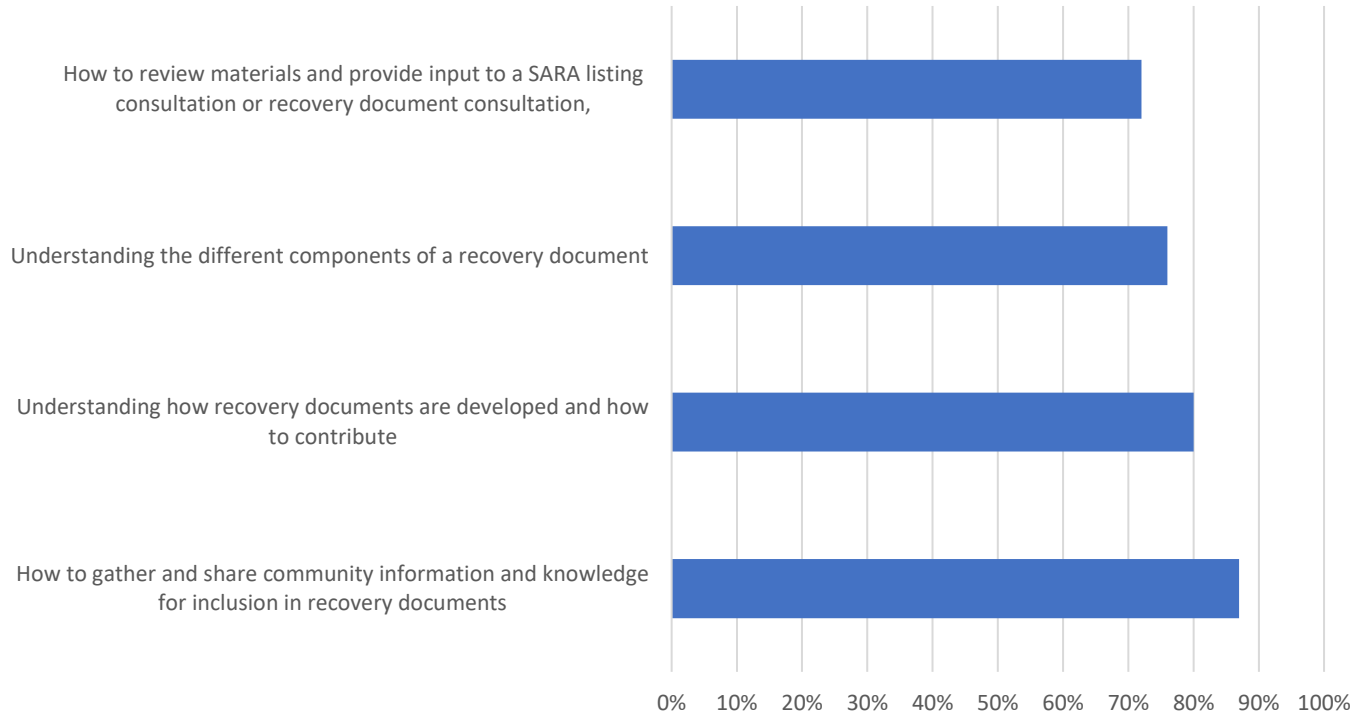
20. We plan to create a pocket-sized, weather-resistant terrestrial Species at Risk field guide. In the guide, we would like to include species identification information, cultural use information and names of species in Indigenous languages based on publicly available information and information people would like to share for the guide. Please select your preference for involvement during the creation process. * [Mark only one per row]

21.

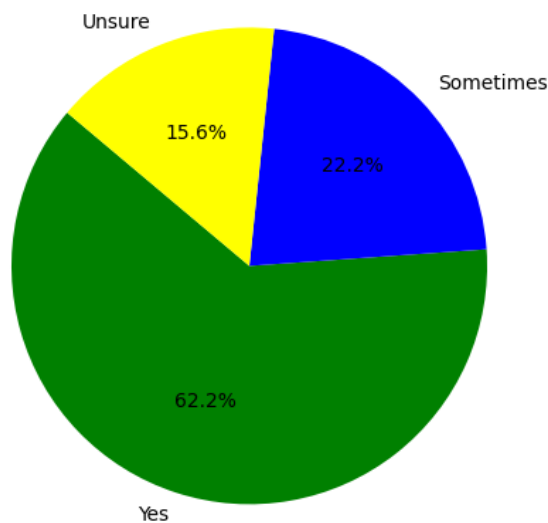
	Yes	Maybe	No
I am interested in receiving a guide	45	1	0
I am interested in sharing species identification information for inclusion in the guide	34	7	5
I am interested in sharing cultural use information for inclusion in the guide	25	15	6
I am interested in sharing language information for inclusion in the guide	27	14	5

I would like to receive further information about the guide before commenting.	34	7	5
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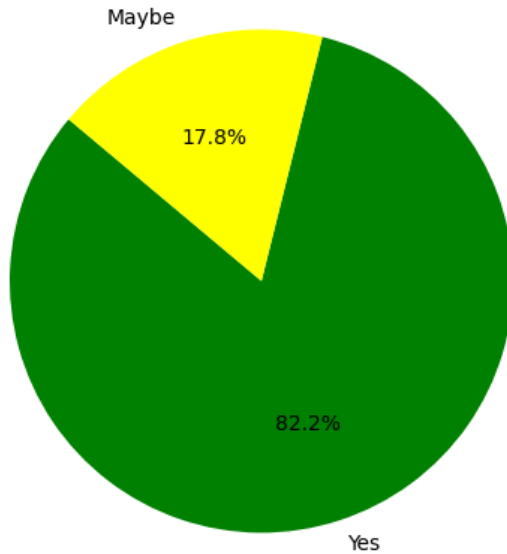
22. What training would support your meaningful involvement in the Species at Risk Act process? *
[Check all that apply]



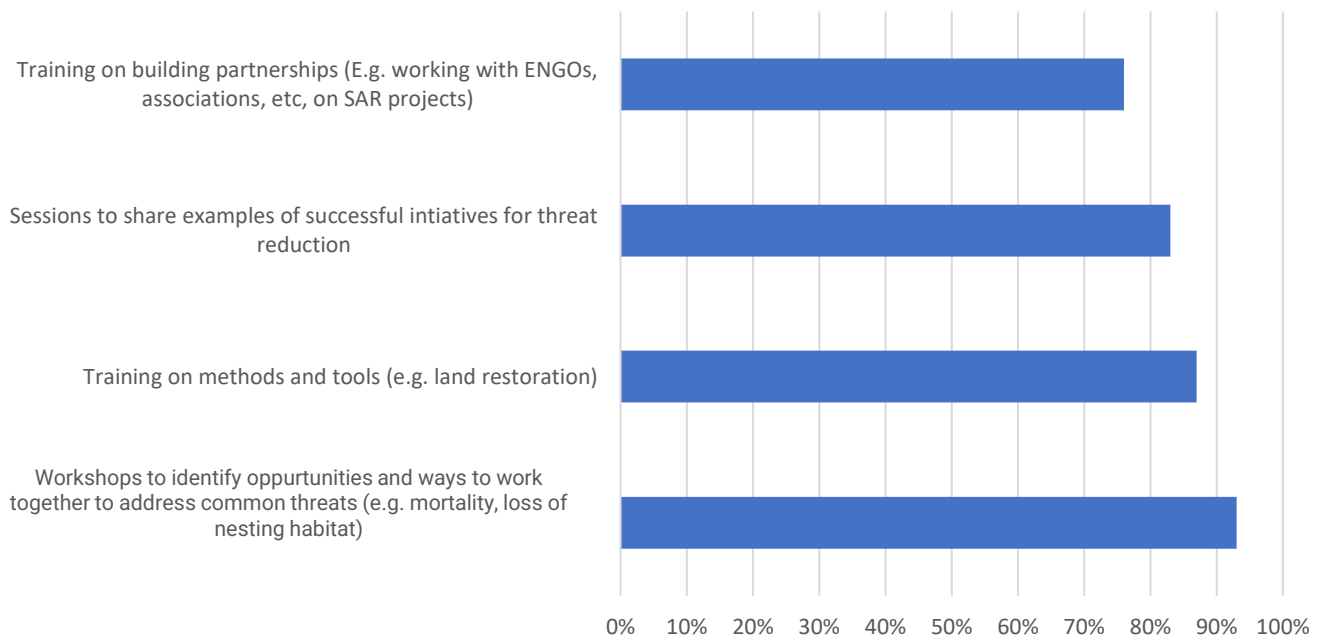
23. One of the ways ECCC and CIER support engagement in the SARA Consultation, Cooperation and Accommodation Project is through graphic recording. Is this method of recording and sharing information useful to you?



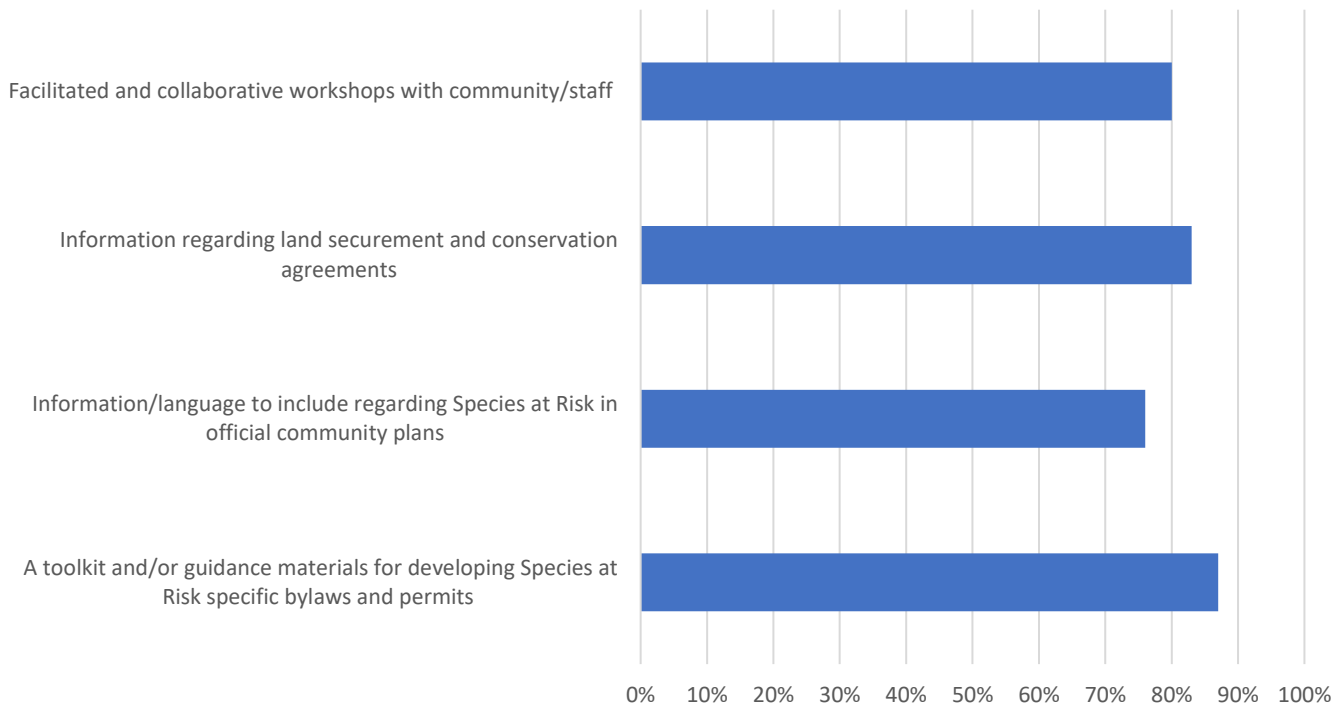
- a. Would you or a member of your community be interested in receiving training to do graphic recording? [Situational question for yes/sometime/unsure]



24. Recovery documents list many of the threats facing a species and actions that could be taken to address the threats. Apart from funding available through ECCC to support threat reduction activities, are there other ways ECCC could support threat reduction work that is a priority for your Nation or organization? * [Check all that apply]



25. One way to help species recover is through formal protection of individuals and their habitats. Select any of the below that may be helpful to you in formally supporting the protection of Species at Risk: * [Check all that apply]



26. In terms of capacity and training relating to terrestrial Species at Risk, do you have other feedback or comments about your Nation's or Indigenous Organization's needs? [short answer]

Responses:

we have 4 communities that have different needs
We need long term support to better engage and create long term employment
Training our people is important to long term management
Training would be a great.
capacity
We would need training to be able to participate.
Yes, a department to execute these needs would be most helpful to ensure the sustainability of our future needs as they are reliant on the environment.
See the value of this project and would incorporation it into our Environmental Management Plan
will have to evaluate the current situation
What can we do about invasive species and species that are over abundant without causing more harm to the environment like chemical sprays, etc. (i.e. ants)

it would be an open slate
Financial Resources would help with respect to terrestrial species at risk
meaningful engagement
is interested in participating in any events or activities that will benefit us.
Current staff are willingness to participate and mentor youth
need to cover all travel and provide honorariums so the Nation is not having to use their operations budget to attend, need resources and access to data
Highly needed in our community

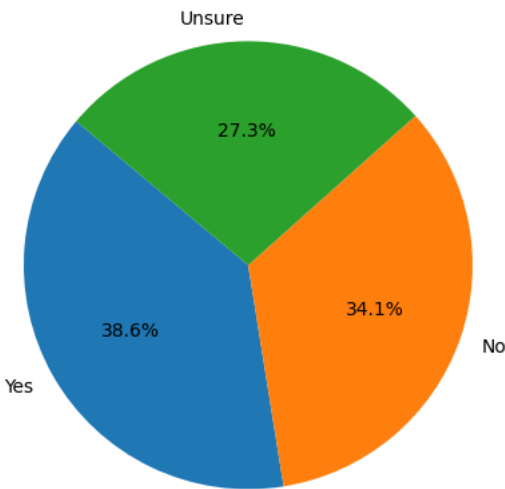
PART D: Focus Groups

We are interested in organizing a series of smaller workshops and/or focus groups for Nations or Indigenous Organizations to discuss experiential perspectives in the broader Species at Risk listing and recovery process, and other areas of interest related to Species at Risk. This part of the survey is meant to inform those workshops. *The * means required.*

Please note: To protect the privacy of those who responded, responses that used any names (person, community, organizations ...etc) has been omitted.

27.

- a. Have you participated in any federal listing or recovery planning processes for any Species at Risk (e.g. providing comments on a proposed listing, reviewing a proposed recovery strategy or management plan)? *



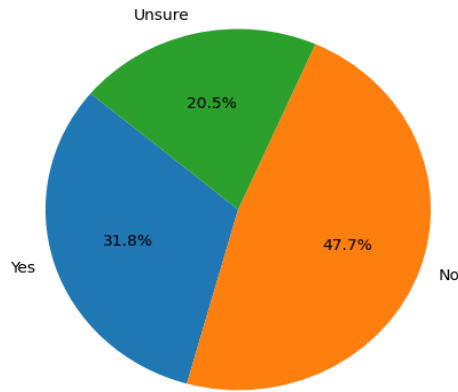
- b. Please describe which species or processes. [Situational question for yes/unsure; short

answer]

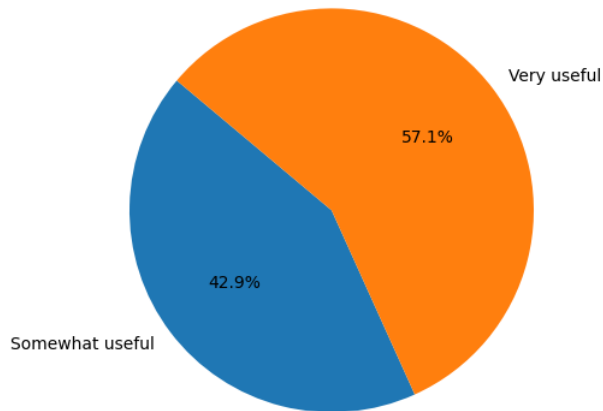
Responses:

Grizzly bear, wolverine, Plains Bison, Barn Swallows,
bison
Caribou
Caribou
Plains Bison, Grizzly Bear, and Caribou.
Grizzly Bears at the moment. We also have an application in for the Moose.
There were a number of workshops when sturgeon were recommended for listing as endangered by COSEWIC a number of years ago but the process fell apart, partly due to staff turmoil and changes within DFO.
Have reviewed draft Federally issued recovery plans
bison
Honey Bee
Caribou
Woodland Caribou plan, currently under development in partnership with the province of SK
Bumble Bee and Southern Caribou
Woodland caribou, listing of plains bison
Wood Bison, Boreal Caribou- Southern Mtn, and Woodland
Caribou
southern mountain caribou
caribou

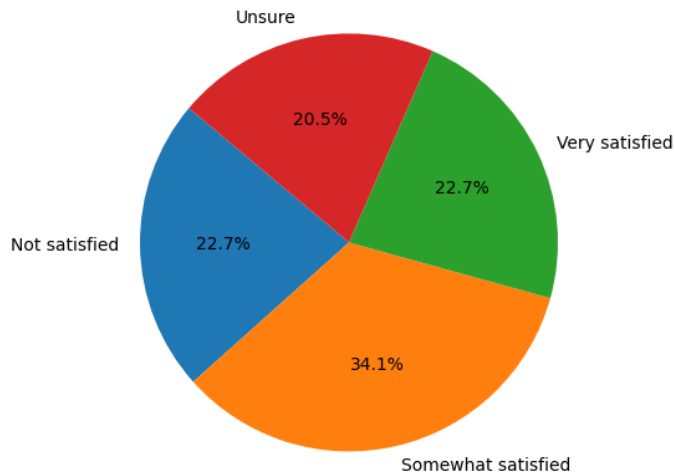
28. Have you participated in any workshops as part of the SARA CCA project (e.g. Listing workshops for Batch 19 or Plains Bison; SARA 101 or grassland SAR overview; Grizzly Bear IK sharing)? *



a. Did you find the format and content useful? * [Situational question for yes]



29. Are you satisfied with the level of consultation that you have been involved with for ECCC departmental recommendations for SARA provisions (e.g. conservation agreements, imminent threat assessments (ITAs), Critical habitat protection assessment, cooperation on recovery documents)



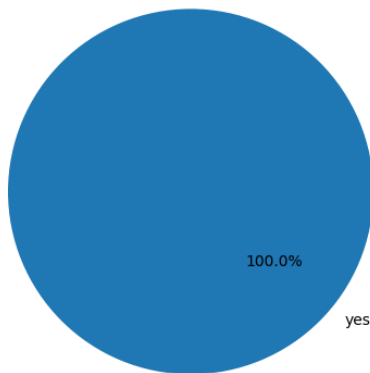
a. What aspects of the consultation process were you not satisfied with? [Situational question for somewhat or not satisfied; short answer]

Responses:

Lack of consultation
the set up
Have received emails, as we have updated contacts list, it is important to maintain a number of contact people in community in case of changes.
some wording
The amount of time between engagements and reports. The frequency of engagement.
the separated approach and lack of provincial involvement.
That it's still consultation and not a true partnership with shared decision making
not enough time of notifications
Not enough understanding of everything
Training required
little to no consultation
The timeline along with all of our other projects with respect to providing comments
No continued engagement. it would be appreciated to have a working relationship with representative at ECCC or CWS to work closely with to address capacity and help us help you protect SAR
emails and no capacity to engage
Not even information presented

Consultation needs more community input , these should all happen in the communities. In person meetings work better.
the attempt to collect IK during the consultation process
acronyms
Facilitators and those that are organizing should be Indigenous, an elder needs to be the lead in the process of engagement
everything, poor communication, lack of understanding
Non-responsiveness to Treaty rights/Crown obligation in relation to food security & community wellness.
If these are formal consultation processes, than as per the MNA - Canada Consultation Agreement signed in 2018, there should be sufficient capacity provided to the MNA to support participation in the process, which has not been the case. As such, each of these "consultation processes" have failed to fulfill the Crowns Duty to Consult. Consequently, they have been missed opportunities to include Métis Traditional Knowledge. There is also the potential that, by failing to provide adequate support in these processes, that there are aspects of the recovery process that may impact Métis s.35 rights that have gone un-identified and undiscussed, which is very problematic.
I'm new here! So just coming up to speed, and thanks for your patience
No notification. Lack of consideration or understanding of traditionally used lands for notification protocols / Consultation protocols

30. Do you believe there are opportunities to improve collaboration between the federal government and Indigenous communities?



a. How can we improve collaboration on an ongoing basis, or for a specific species? [situational question for yes/unsure; short answer]

Responses:

Total inclusion, especially in planning.
Easier Funding
Community information sessions (now that COVID protocols are somewhat lifted
Communication, shared resources, respect of shared resources, true consultations between nations as per respect of treaty, upgraded understanding of treaty now and what it means, understanding treaty and how that partnership is not being respected by the current governments.
better timelines understanding
More info
There needs to be increased engagement with Indigenous Nations. Collaboration frameworks, advisory committees, working groups, etc. This can be implemented to improve collaboration.
Capacity to hire fulltime help to keep engagement ongoing. CIER & ECCC do a great job keeping me informed and checking in on me. I wish I had more time to allocate to these initiatives.
more funding
communication, notifications
deliver more information, appoint a rep to each first nation so capacity building is all streamlined
Look at our traditional land maps and let's compare.
Updated info
Collaboration with the regional office in Edmonton is not great. Caribou is the primary SAR issue in our region and it's very political.
communications and information sharing
the TEAMS meetings do not work well; I know in-person is costly, but it is the only way to get Indigenous involvement.
not sure - not familiar with Canada's engagement protocol
More hands-on activities that will actually make a difference. Meet with individual Nations
Listen, without any other objective than to hear what we are saying.
clear concise straightforward dealings. The big thing for one of our communities was ECCC becoming involved with land earmarked for economic development, costing that particular community 10s of thousands of dollars because of ECCC's involvement.
Yes
consult with first nations before anything
Engage with our Nation more frequently
We need to strengthen relations; it would be nice to have staff dedicated to maintaining relations with Indigenous peoples. Co-management of resources, habitat, wildlife etc will protect indigenous rights while maintaining a healthy environment for everyone
properly fund the information you are requesting and stop leaving the work for communities that are not funded
Include the First Nations, especially our ways and teachings.
In person meetings, bring them to the communities.
involve indigenous groups before drafting of plans/strategies.
monthly
Direct involvement of indigenous communities in upcoming projects
less scientific and more human

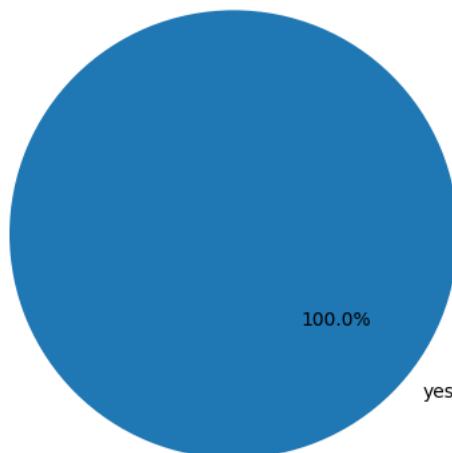
More engagement and workshops showing willingness to listen and work on the actions of reconciliation.
Make an effort to address the Crowns Trust duty in relation to food security and community wellness in Treaty 8 areas.
Work with us on designing funding programs or core capacity funding agreements that address specific needs and the barriers we experience in trying to engage on SAR.
provide updates and engagement opportunities
Workshops and discussions with each community or an engagement session
personal relationships are always valuable
A shared dropbox of information
Improved and frequent communication. Capacity provided.

b. Why do you think collaboration could not be improved? [situational question for no; short answer]

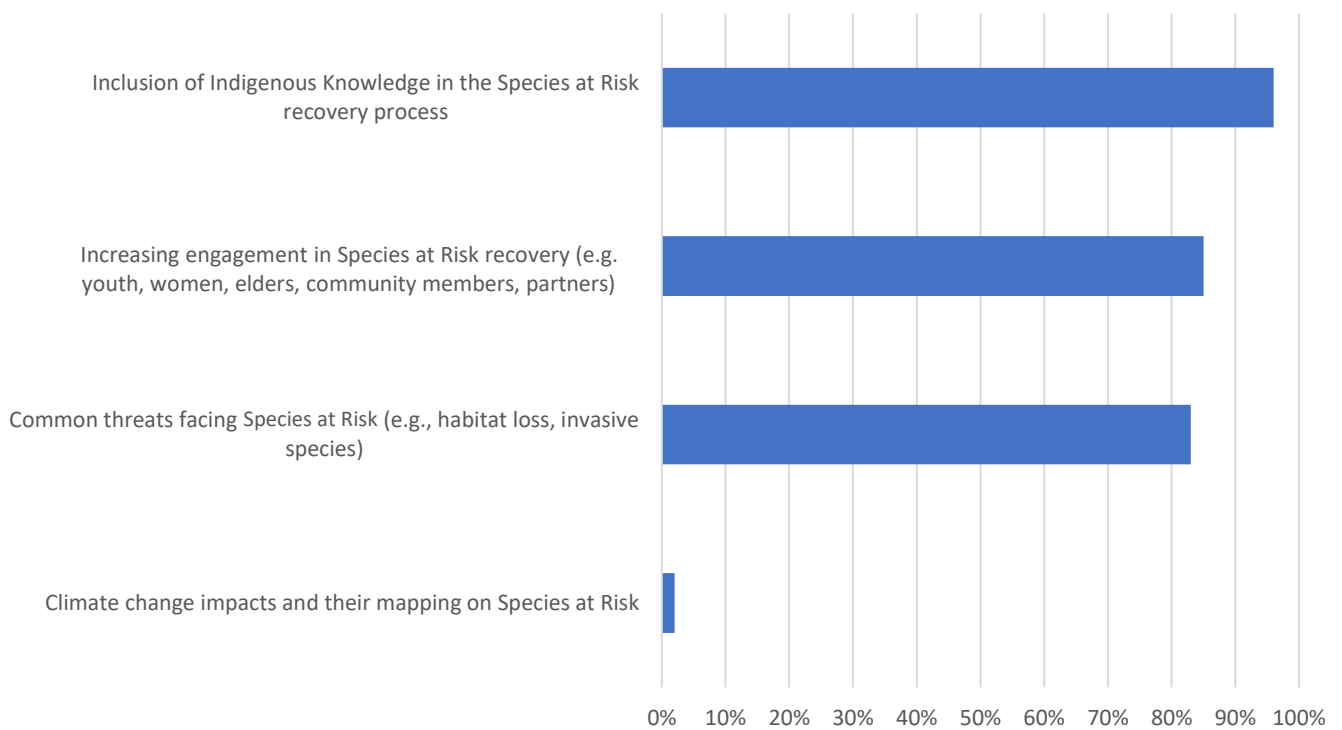
Responses:

Change over in government. different management objectives on provincial and federal level.
no in person collaboration, this is not a one and done event. it takes time to build trust.

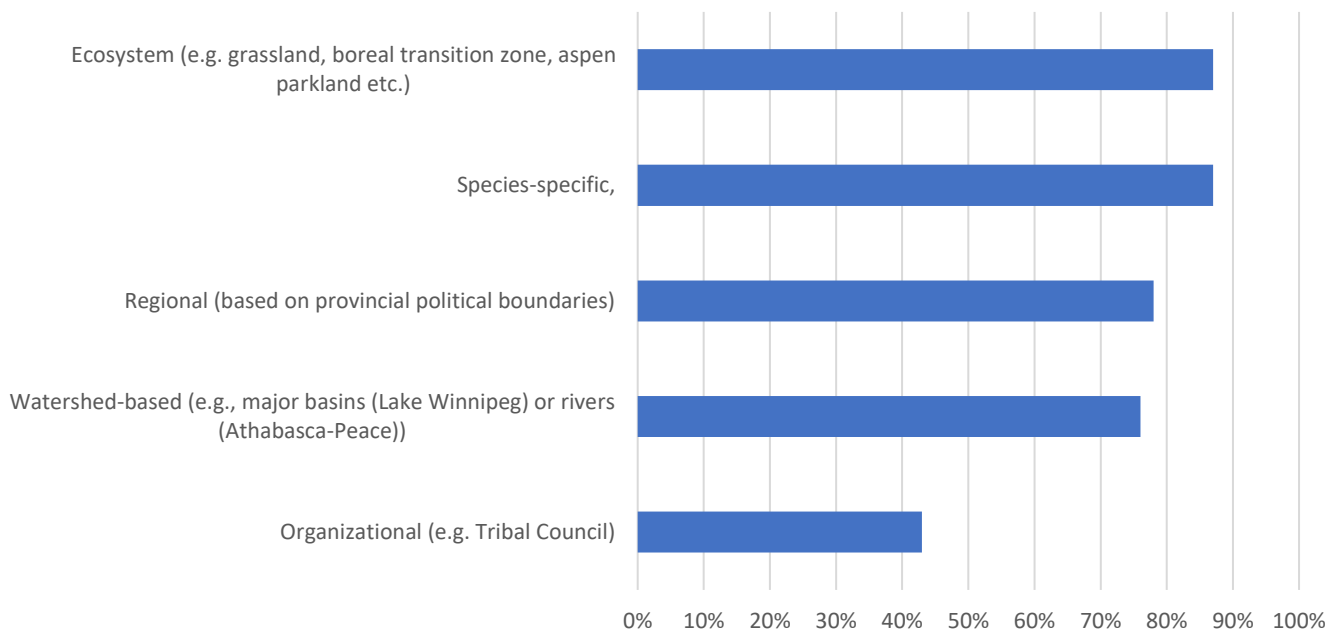
31. Are you interested in participating in a focus group to discuss your experiences in the listing and recovery process? *



32. Are you interested in participating in any of the following theme-based workshops/focus groups? *



33. In terms of format, would you be interested in a focus group that is: *



34. As we consider options for future meetings, sessions may be planned to be virtual, to combine virtual and in person, or be in person, depending on public health considerations. Do you have comments to share on preferences for meeting formats? [Open-ended; short answer]

Responses:

in person works best. if it is blended make sure there are break out groups with both in person and virtual attendees.
combined in person, online, workshops
In person meetings/ workshops would be more effective
Both formats can work.
It seems more effective when done in person. There is a lack of connection when done virtually.
In person
No.
no preference, I would attend what I can. However, virtual is sometimes easier and effect to limit the travel time.
In person is preferred
my preference would be in person but virtual is also a good way
no preference, if there is extensive information then i suggest in person so we can have those in person discussions, which i think hold a certain value when committing to something
Field time is great
In person
Virtual meetings are better - especially in the winter when travel is difficult.
In-person would be most preferred/onsite visualization
already answered - virtual does not work very well for us.
all formats are acceptable
In person is always the best because desk top activities are not tangible actions in addressing the real issues
Hybrid is great.
in person
via zoom is preferred
In-person would be preferred with an option for virtual also
in person is always best and in locations where we can be outside and practice some of the teachings/learnings
unsure
Zoom, community gatherings
In person works for better, no miscommunication. direct dialogue without the fancy jargon as the elders say.
in person is better, but need funding to travel
no
In person engagement would be more beneficial for learning purposes
both is fine
In-person can allow for better idea sharing that virtual cannot. However, a mixture of virtual and in-person should be done to allow for individuals with health concerns or travel issues can attend safely.
virtual
I think the preference for staff is to hold meetings virtually. However, for Elders and Knowledge Holders, in-person is better.

virtual and in person
Masks, social distancing should be mandatory
In person and close to home is preferred.

35. Finally, in a busy world where there are many demands on your time, are there ways that you would suggest we approach the many topics we have to cover (e.g. Combining engagement or consultation activities to cover multiple topics/species in one session, or improving your ability to decide to participate in some consultations while dismissing others)? Please provide options you would like to see going forward. [Open-ended; short answer]

Responses:

Long term support, more sessions and opportunity. Individual feedback opportunities.
combining topics would suffice. The more information the more relevance we can find in our areas.
Months in advance notification for meetings, option for virtual if unable to attend
A follow up from this questionnaire, maybe a meeting, and how it will be run out to support the communication and collaborative work between this organization and First Nations as well as government connection to support the work going forward and how we all will work together to collaboratively collect and protect moving forward.
Combining engagement
specific species at a time
Improving our ability to decide to participate and which areas would be a focus for our Nation.
perhaps a conference would suffice, to introduce the multiple topics and then participants could choose from there what they would like to pursue.
I feel managing expectations is key and a clear understanding how information gathered from community engagement will be reviewed and used. I feel most communities would find the time and resources if they thought the process was meaningful, inclusive and co-developed. Engagement and consultation are very sensitive words and history has not been kind! My experience is most processes with those words are note taking and check boxes exercises. Full transparency on the process and y will be used would be quite useful in determining which processes/projects the Nation will participate in.
to participate in some consultations while dismissing others
get a rep and start by getting each first nation who want to participate and provide them practical, applicable, and available when needed
Overlap the areas we are defined as traditional and pay attention to areas very close to our home base. Less than 20 km.
Whatever or however as long as we get more training
workshop based approaches where multiple things get done at once.

Combining engagement and consultation activities as one
nothing else more species specific as related to the larger ecosystems.
having bigger - larger scale more inclusive events allows for a more attentive audience and therefore a better product
I gave lots to consider above but certain species are more relevant in some areas than others unless the climate starts changing their boundaries. All options you mentioned above are good.
The suggestions above are great. Offering several topics in one session is very important
one day summits, series of summits. all brought to our common city.
Combining multiple topics/species in one session would be preferred
covering as much as possible in one session is most efficient given the heavy demands on our time
cannot participate without funding
Please create a website .. or use technology to explain the process.
send the info, provide dates for consultation for in person meeting
develop a forward calendar of proposed sessions
schedule a year ahead and quarterly (every 3 months)
Consider as a retreat over a few days with concurrent sessions participants can choose to attend based on need and interests.
Turn them into YouTube videos or host them somewhere so they can be watched at a later time, or shared with staff who were not available at the time
At your own pace modules that communities can read through on their own time.
Combining engagement or consultation activities
Make information simple, non-technical
I am comfortable combining those approaches, however, in the event that something specific is required in the scope of consultation, it may not be a good idea to mix those items with the others if they are sensitive or argumentative.