



ENVIRONMENT AND NATURAL RESOURCES

STRATEGIC PLAN

2022-2026

PLAN STRATÉGIQUE

DU MINISTÈRE DE L'ENVIRONNEMENT ET DES RESSOURCES NATURELLES POUR
2022 À 2026

LE PRÉSENT DOCUMENT CONTIENT LA TRADUCTION FRANÇAISE DU SOMMAIRE.

Government of
Northwest Territories Gouvernement des
Territoires du Nord-Ouest



If you would like this information in another official language, call us.
English

Si vous voulez ces informations dans une autre langue officielle, contactez-nous.
French

Kīspin ki nitawihtēn ē nīhīyawihk ōma ācimōwin, tipwāsinān.
Cree

Tł̄chö yati k'èè. Dı wegodı newo dè, gots'o gonede.
Tł̄chö

ɁeɂihɁt'is Dëne Sųłiné yati t'a huts'elkér xa beyáyatı theɂą Ɂat'e, nuwe ts'én yólti.
Chipewyan

Edi gondı dehgáh got'je zhatié k'éé edatłéh enahddhę nide naxets'é edahłí.
South Slavey

K'áhshó got'jne xədə k'é hederi ɬedjhtl'é yeriniwé nídé dúle.
North Slavey

Jii gwandak izhii ginjìk vat'atr'ijahch'uу zhit yinohthan jì', diits'at ginohkhii.
Gwich'in

Uvanittuaq ilitchurisukupku Inuvialuktun, ququaqluta.
Inuvialuktun

Č' dšk ugn̄bΔc AžLJšr̄c Δ.ø ugn̄c AžLJšr̄c, Døc ugn̄c Døc ugn̄c.
Institut

Hapkua titiqqat pijumagupkit Inuinnaktun, uvaptinnut hivajarlutit.
Inuinnaktun

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MINISTER'S MESSAGE



Honourable Shane Thompson

Minister of Environment and Natural Resources

I am pleased to present the *Department of Environment and Natural Resources (ENR) Strategic Plan 2022-2026* (Strategic Plan) which includes strategic priorities that align with the priorities of the 19th Legislative Assembly and the *Mandate of the Government of the Northwest Territories, 2019-2023*.

ENR's vision, mission, values and goals are compatible with the principles and purposes of the Government of the Northwest Territories' (GNWT) Sustainable Development Policy and Traditional Knowledge Policy, as well as the mandate of ENR as established through the ENR Establishment Policy.

The Northwest Territories (NWT) is home to unique landscapes, fresh water, clean air and thriving biodiversity. This Strategic Plan reflects our government's commitment to promote and support the sustainable use and development of natural resources and to protect, conserve and enhance the NWT environment for the social and economic benefit of all NWT residents.

This plan builds on the 2015-2020 Strategic Plan by adding two new goals to the six goals previously established. While all eight goals are of equal importance, this Strategic Plan also reflects an evolution in how we think about our goals in terms of what we do and how we do it, while also keeping in mind our guiding approach of reconciliation and overarching considerations of climate change and cumulative effects.

This Strategic Plan provides the foundation for ENR to work within the GNWT and with Indigenous governments, Indigenous organizations, community governments, stakeholders, including industry and non-government organizations, and residents to meet the challenges of a rapidly changing world, put the environment at the centre of government decisions and encourage a more resilient territory. By working together, we can support a sustainable future for the NWT.



DEPUTY MINISTER'S MESSAGE



Dr. Erin Kelly

Deputy Minister, Environment and Natural Resources

I am pleased to present this renewed vision for the work of our department.

This Strategic Plan was developed by an internal core team and working group that included each ENR division and region and was informed by an internal survey, workshops and an independent review of the previous strategic plan. This

collective process provided the opportunity for all ENR staff to provide input into how the plan was built.

This plan reflects how our goals have evolved since 2015, with the collaboration and involvement of ENR staff, who shape and guide the work we do as a department.

Our core mission is to collaborate to protect, manage and restore ecosystem health, promote environmental stewardship and support the wise use of natural resources for the benefit of the NWT. The 2022-2026 Strategic Plan aims to ensure consideration of these concepts throughout our organization.

In reaching our goals, our most important natural resource is our people. Our staff are passionate, dedicated professionals with extensive experience and deep relationships with the people and land of the territory and with partners across Canada. That experience will drive our success. Our relationships make us stronger. It is crucially important that we support our staff from within.

It is impossible to separate our environment from our cultural context. As Northerners, we must be aware of the impacts of colonialism and the residential school system to truly move towards reconciliation. Reconciliation is a guiding approach of ENR, embedded into all the work we do, while recognizing that we can always do better.

Within ENR, there are many survivors and multi-generational survivors of residential schools and we must acknowledge their experiences to begin the process of reconciliation within our workplace. I am proud that this Strategic Plan highlights our role in the GNWT's implementation of the United Nations Declaration of the Rights of Indigenous Peoples (UNDRIP) and how we are taking steps forward with our staff and our partners toward reconciliation.

With a solid mission, clear vision, strong values and integral guiding approach, I am confident we are well-positioned to face the challenges of the future. Together with our partners, we will work to achieve our vision of healthy, resilient ecosystems and sustainable livelihoods now and into the future.

SOMMAIRE

Le *Plan stratégique du ministère de l'Environnement et des Ressources naturelles (MERN) pour 2022 à 2026* (ci-après le « plan stratégique ») expose l'ambition, la mission et les valeurs communes qui guideront les activités et les décisions du ministère jusqu'en 2026. Si le plan stratégique reflète le maintien de l'orientation définie dans le *Plan stratégique du MERN pour 2015 à 2020*, il reflète également une évolution de la compréhension collective de notre identité, de notre mission, de nos méthodes, de nos principes directeurs et de nos objectifs communs.

Nos objectifs stratégiques sont les suivants :

Santé des écosystèmes – assurer la conservation et la protection d'écosystèmes sains.

Développement durable – encourager l'utilisation judicieuse des ressources naturelles pour assurer des moyens de subsistance durables et la croissance économique.

Connaissances – soutenir l'acquisition, l'utilisation, la gestion et le maintien respectueux des connaissances autochtones, locales et scientifiques.

Prise de décision éclairée – utiliser les meilleures informations et les meilleurs conseils disponibles pour soutenir une prise de décision équilibrée et fondée sur des données probantes.

Partenariats, collaboration et coordination – travailler dans un esprit de bonne gouvernance et de réconciliation afin de promouvoir des partenariats et des collaborations efficaces fondés sur le respect mutuel.

Communication et sensibilisation – s'efforcer d'échanger des renseignements utiles, clairs et ponctuels avec le public.

Fonction publique – faire preuve d'excellence dans la fonction publique.

Notre personnel – favoriser un personnel dévoué, diversifié, innovant et compétent qui a la possibilité de parfaire ses connaissances, de s'épanouir et d'apporter une contribution.

Le plan stratégique met en évidence notre approche directrice en matière de **réconciliation**. Le MERN s'efforce de prendre en considération les perspectives autochtones dans la plupart des aspects de son travail, tout en tenant compte des contextes historiques ainsi que des valeurs, des besoins et des intérêts des Autochtones. Le ministère reconnaît également que des améliorations sont toujours possibles, car la réconciliation avec les peuples autochtones est un processus continu.

Le plan stratégique reconnaît également deux considérations primordiales qui influencent le travail du ministère : **le changement climatique et les effets cumulatifs**. Ces considérations se retrouvent souvent dans notre travail et l'influencent, que ce soit dans la définition des priorités, la prise de décision ou les activités quotidiennes.

Dirigée par une équipe centrale interne du MERN et par un groupe de travail comprenant des représentants de chaque région et division du MERN, l'élaboration du plan stratégique s'est appuyée sur une enquête interne, une série d'ateliers, un examen indépendant du plan stratégique pour 2015 à 2020 et des contributions ciblées des cadres supérieurs. Les membres du personnel ont tous eu la possibilité de faire part de leurs commentaires tout au long du processus.

Les objectifs mis à jour sont fondés sur un examen exhaustif des engagements et des priorités du ministère concernant les politiques, les cadres, les stratégies et les plans d'action actuels, ainsi que sur le mandat 2019-2023 du gouvernement des Territoires du Nord-Ouest, sur le plan d'activités du MERN de 2020-2021 à 2023-2024 (en anglais seulement) et sur d'autres priorités déterminées par le personnel du MERN.

Le plan stratégique adopte une approche fondée sur les résultats pour garantir que les actions stratégiques définies dans le plan de mise en œuvre connexe nous permettent d'atteindre nos objectifs. Les actions qui découlent de ces priorités stratégiques seront mesurées, contrôlées et examinées pour évaluer leur progression, feront partie des plans de rendement des employés du MERN et donneront lieu à des rapports.



EXECUTIVE SUMMARY

The *Department of Environment and Natural Resources (ENR) Strategic Plan 2022-2026* (Strategic Plan) articulates the common vision, mission and values to guide departmental operations and decision-making until 2026. While this Strategic Plan reflects a continuation of the direction set out in the 2015-2020 ENR Strategic Plan, it also reflects an evolution in our collective understanding of who we are, what we do, how we do it, what guides us and what we are collectively striving to achieve.

Our strategic goals and objectives are:

Ecosystem Health – Conserve and protect healthy ecosystems.

Sustainable Development – Encourage the wise use of natural resources for sustainable livelihoods and the economy.

Knowledge – Support the respectful collection, use, maintenance and management of Indigenous, local and scientific knowledge.

Informed Decision-making – Support balanced, evidence-based decision-making using the best available information and advice.

Partnerships, Collaboration and Coordination – Work in the spirit of good governance and reconciliation to foster effective partnerships and collaborations that are founded in mutual respect.

Communications and Outreach – Provide meaningful, open and timely information exchanges with the public.

Public Service – Demonstrate excellence in public service.

Our People – Cultivate dedicated, representative, innovative and knowledgeable staff who have opportunities to learn, grow and contribute.



The Strategic Plan highlights our guiding approach of **reconciliation**. ENR strives to include Indigenous perspectives in most aspects of its work, while recognizing historical contexts and considering Indigenous values, needs and interests. ENR also acknowledges that there is always room for improvement, as reconciliation with Indigenous peoples is an ongoing process.

The Strategic Plan also recognizes two broad overarching considerations that influence the department's work – **climate change and cumulative effects**. These overarching considerations often intersect with and influence our work, from priority-setting to decision-making to daily operations.

Development of the Strategic Plan was led by an internal ENR core team and working group that included representation from each ENR division and region and was informed by an internal survey, a series of workshops, an independent review of the 2015-2020 Strategic Plan and targeted input from senior managers. All staff were provided the opportunity to provide feedback throughout this process.

The updated goals and objectives are based on a comprehensive review of the department's commitments and priorities within existing policies, frameworks, strategies and action plans, the *Mandate of the Government of the Northwest Territories (2019-2023)*, the ENR Business Plan for 2020-21 to 2023-2024 and other priorities identified by ENR staff.

The Strategic Plan takes an outcomes-based approach to ensure that strategic actions identified in the accompanying Implementation Plan achieve our goals and objectives. The actions that flow from these strategic objectives will be measured, monitored, evaluated to assess progress, linked to ENR employee performance plans and reported on.



WHAT WE DO





Art Credit: Archie Beaulieu

WHO WE ARE

Vision

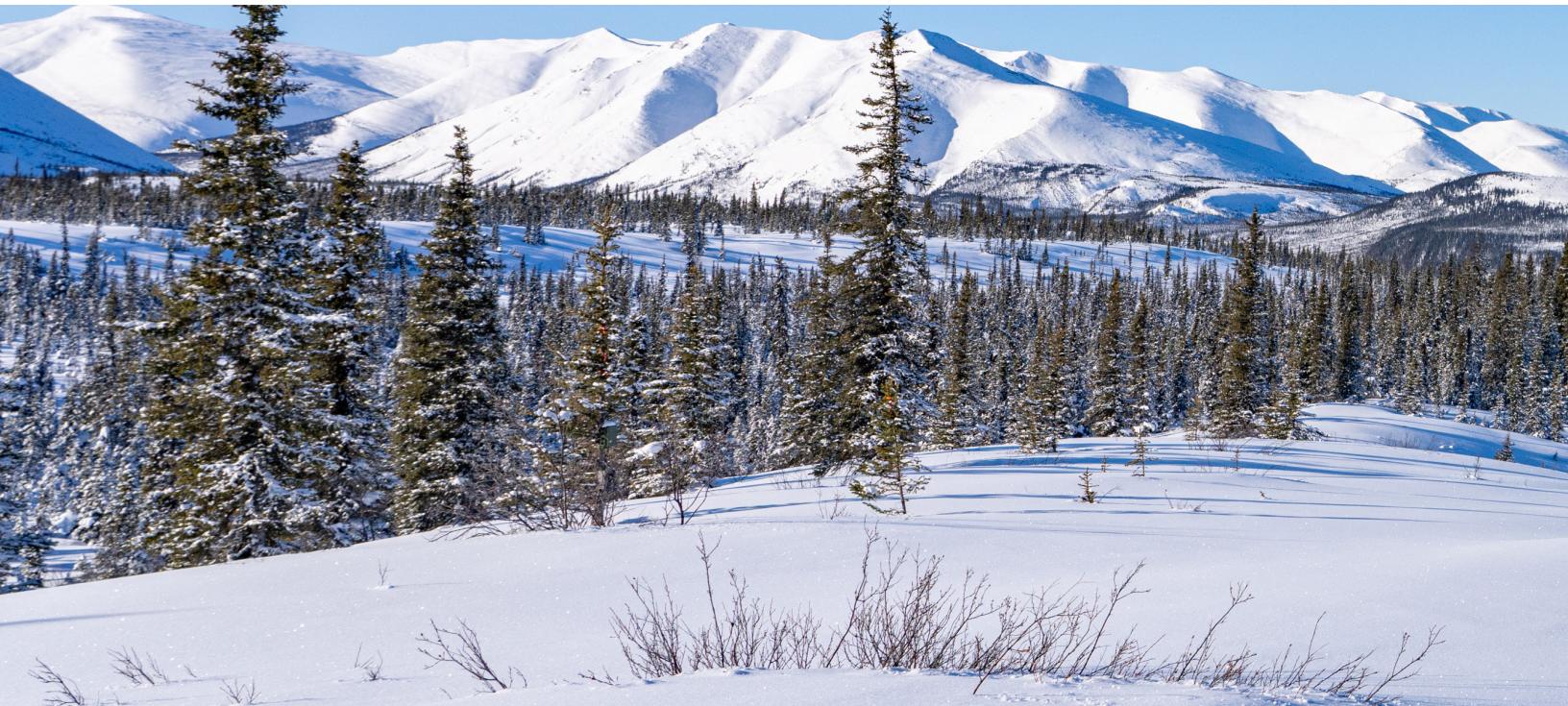
Healthy ecosystems and sustainable livelihoods thriving now and into the future.

Mission

The Department of Environment and Natural Resources actively collaborates to protect, manage and restore ecosystem health, promote environmental stewardship, take action on climate change and support the wise use of natural resources for the benefit of residents and the ecosystems of the NWT.

Values

- We are role models for environmentally sustainable behaviour.
- We foster leadership within and outside our organization.
- We behave as professionals with accountability, integrity and transparency.
- We provide a safe and respectful work environment.
- We are a team committed to making a difference and celebrating successes.



WHAT GUIDES US

Guiding Policies

ENR's vision, mission, values and goals are compatible with the principles and purposes of the following policies:

- ENR Establishment Policy
- Sustainable Development Policy
- Traditional Knowledge Policy
- Forest Fire Management Policy



Guiding Approach

Reconciliation

In the NWT, modern treaties and land, resource and self-government agreements formally set out the rights of Indigenous peoples and governments. Complementary roles and responsibilities require the GNWT to work closely with Indigenous governments and Indigenous organizations, and to evolve together over time.

Reconciliation, however, applies beyond the government-to-government relationship. It involves finding solutions that work in the north for northerners by listening to Indigenous peoples, recognizing historical contexts and considering Indigenous values, needs and interests. Building and sustaining productive and effective relationships with Indigenous peoples and governments requires extensive effort, mutual respect and trust.

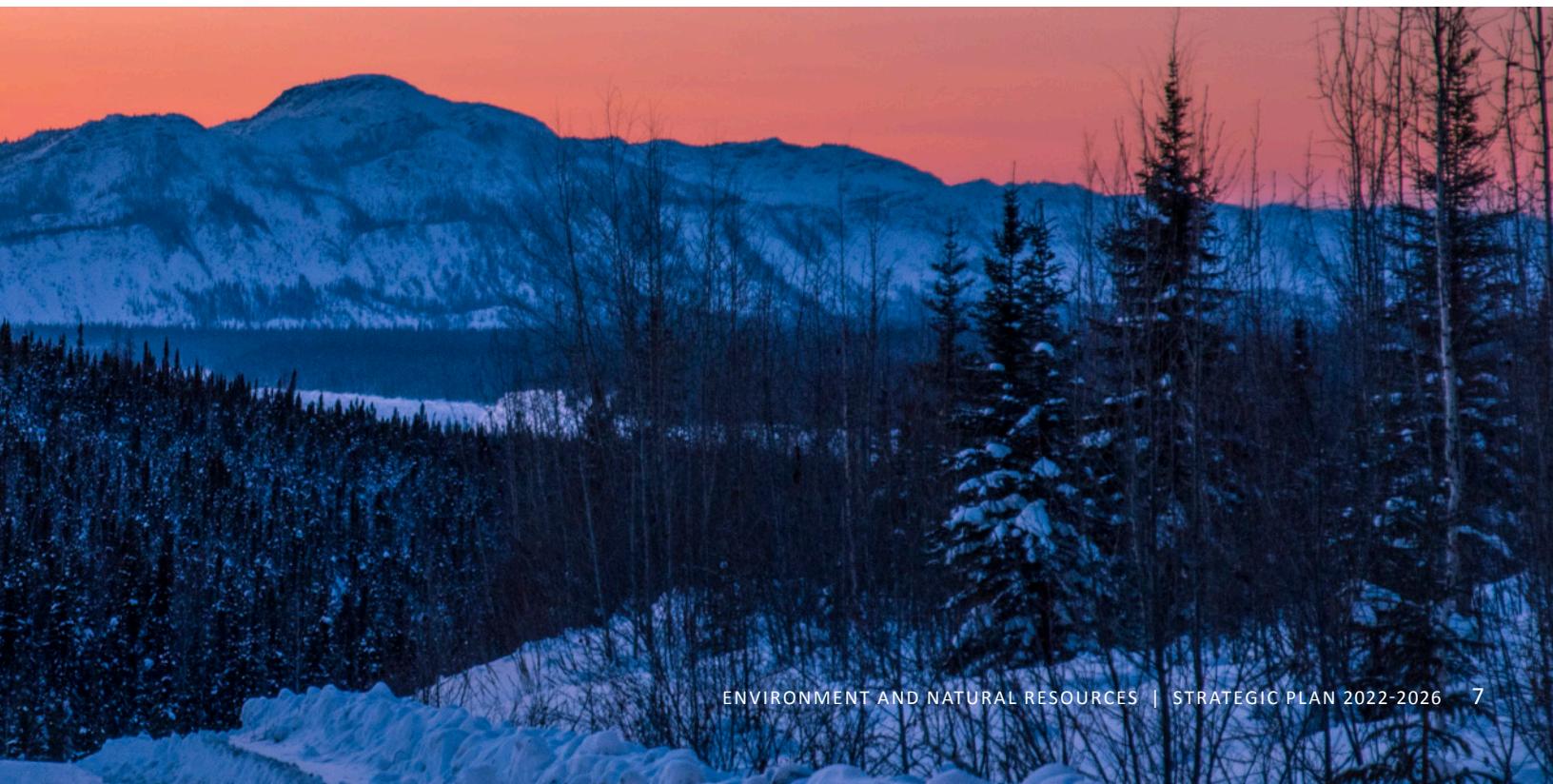
For decades, ENR has focused on conducting our business in collaboration with Indigenous governments and Indigenous organizations. However, it is important for ENR to acknowledge that there is always room for improvement, as reconciliation with Indigenous peoples is an ongoing process. Building and sustaining positive and productive relationships with Indigenous and community partners through co-management of wildlife, waters, forests and protected areas, and through land-based programming, has helped ensure that our programs and services consider Indigenous perspectives, culture, heritage, language and knowledge.



The nature of our work provides the department with unique opportunities to continue to advance reconciliation and to recognize and affirm Aboriginal and Treaty rights, including implementation of the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP) articles, Canada's Truth and Reconciliation (TRC) Calls to Action and Missing and Murdered Indigenous Women and Girls (MMIWG) Calls for Justice that align with our Mandate.

Overarching Considerations

ENR recognizes there are overarching considerations that have wide-ranging effects on our departmental goals and objectives. Overarching considerations serve as lenses we apply to our work. Integrating these considerations into the Strategic Plan is intended to raise the profile of specific dimensions of our operations and decision-making and to support more conscious and consistent application of these considerations throughout the Department.



Climate Change

Climate change represents serious environmental, economic and social challenges, as well as adaptation opportunities, for all people of the NWT. Residents, communities, Indigenous governments, Indigenous organizations, industry, businesses and external partners expect us to show leadership and contribute to national and international efforts to address climate change.

Responding to climate change requires us to understand its impacts on human health and well-being, the economy, public safety, culture and heritage. More and more, climate change is impacting how we provide our programs and services for the people of the NWT. It is also increasing the need for us to gather and share information to enable others to effectively respond to changes we see now and expect to see in the future.

Accelerating public and political acceptance of climate change as a key policy issue has resulted in government commitments to action. Our rapidly evolving understanding of climate change requires us, as the GNWT lead on climate change, to be responsive to new information and proactive at adjusting our approaches, where necessary. Implementation of the *2030 Climate Change Strategic Framework* sets out how the GNWT plans to transition to a lower-carbon economy, improve knowledge of climate change impacts, build resilience and adapt to a changing climate. The *2030 Climate Change Strategic Framework*'s related Action Plans, reviewed every five years, lays out our plan for bringing all levels of government together to understand and respond to climate change.



Cumulative Effects

Understanding our world is key to making informed decisions and, because everything in our environment is interconnected, understanding cumulative effects means monitoring both natural and human impacts on the environment and using this information to make wiser decisions. Natural resource management in the NWT is an integrated and coordinated system composed of land use planning, environmental impact assessment, regulatory approvals, cumulative impact monitoring and co-management processes with our partners, such as Renewable Resources Boards, Indigenous governments and Indigenous organizations.

The NWT is experiencing a period of dynamic change and challenges. Sound environmental stewardship and decision-making should be based on the best available evidence and knowledge, derived from investigation, experience, monitoring, research and analysis. The GNWT has committed to providing evidence-based information through legislation, land, resource and self-government agreements and binding agreements and strategies made at territorial, national and international levels.

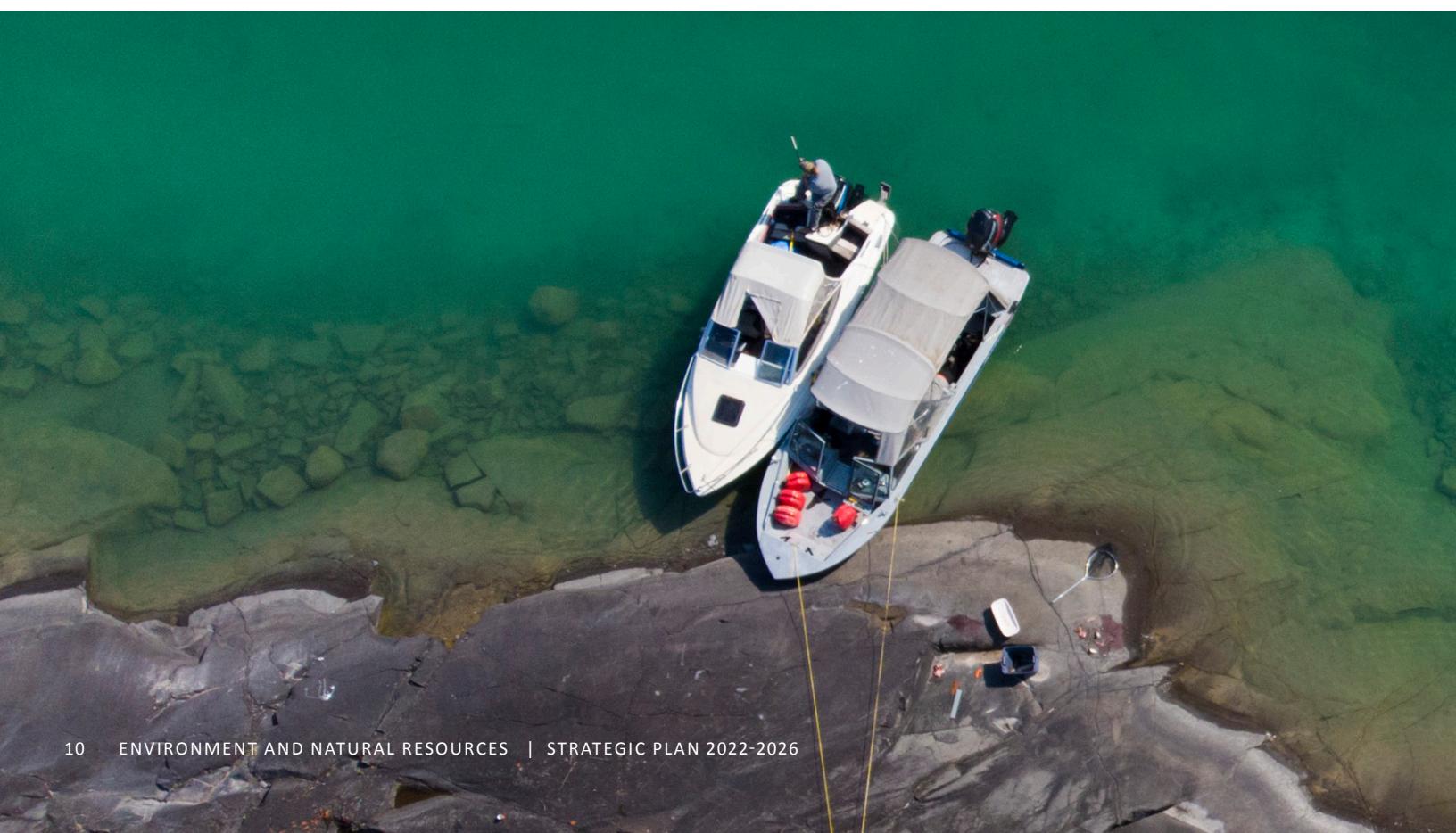
Integrating cumulative effects into environmental and resource management involves working with partners to determine research priorities, defining baseline conditions and trends and communicating the results to decision-makers and the public. It also means using information to adapt our management approaches to reflect changing conditions.



Guiding Frameworks, Strategies and Action Plans

Our strategic priorities are guided by a series of frameworks, strategies and action plans. These documents set out our ideas, values, goals and actions to address issues or problems within ENR's mandate. They currently include:

- *2030 NWT Climate Change Strategic Framework and Action Plan*
- *GNWT Knowledge Agenda: Northern Research for Northern Priorities and Action Plan*
- *Healthy Land, Healthy People: GNWT Priorities for Advancement of Conservation Network Planning*
- *Northern Voices, Northern Waters: NWT Water Stewardship Strategy and Action Plan*
- *NWT Cumulative Impact Monitoring Program 2016-2020*
- *NWT Waste Resource Management Strategy and Implementation Plan*
- *Sustainable Livelihoods Action Plan*
- *Caribou Forever – Our Heritage, Our Responsibility*



Updating our Plans

Ensuring that our guiding documents reflect changes in our understanding of environmental, economic, social or technological conditions is essential for delivering effective programs and services that serve the needs of NWT residents. During the life of this Strategic Plan, we plan to update, develop and implement the following:

- *2030 Climate Change Strategic Framework Action Plan 2025-2030*
- *NWT Cumulative Impact Monitoring Program Action Plan 2021-2026*
- *NWT Water Stewardship Strategy Action Plan 2021-2025*
- *Indigenous Knowledge Action Plan*
- *Healthy Land, Healthy People – GNWT Priorities for Advancement of Conservation Network Planning 2022-2027*
- *Framework for Forest Management Planning*
- Ongoing development and updates of wildlife management plans, including herd-specific caribou plans



THE BIG PICTURE

We pursue our vision and mission by working towards eight goals, which link closely to ENR's core business functions, as found in our four-year Business Plan (Appendix B). The core business functions reflect how ENR fulfils its mandated and legislative responsibilities and delivers its programs and services. The Strategic Plan interlocks with the Business Plan by strategically identifying how the department will reach its goals through the core business functions.

The figure on the next page illustrates the interrelated and complementary nature of our strategic goals and core business functions.

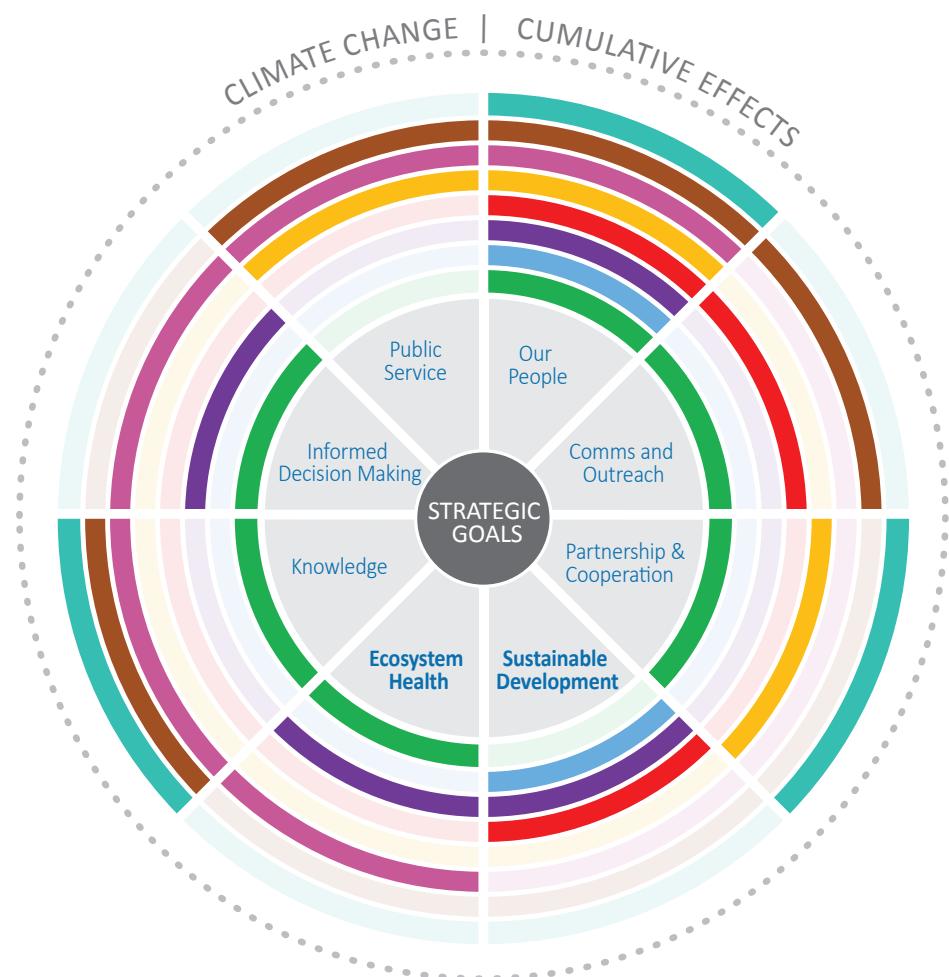
How We've Evolved Since 2015

In addition to updating ENR's six goals from the previous strategic plan, two new goals have been incorporated to reflect the integration of our previous guiding approaches – ecosystem-based management and sustainable development – into our everyday business. Operationalizing these approaches resulted in the opportunity to identify the following additional goals:

- Sustainable Development
- Informed Decision-Making

While all eight goals are of equal importance, this Strategic Plan also reflects an evolution in how we think about our goals in terms of *what* we do and *how* we do it.

The core business function graphic on the next page depicts ecosystem health and sustainable development as *what* we do, while the other six goals relate primarily to *how* we accomplish those goals, always keeping in mind the overarching considerations of climate change and cumulative effects.



Core Business Functions

ENVIRONMENTAL STEWARDSHIP & MANAGEMENT

SUSTAINABLE DEVELOPMENT & EMPLOYMENT OPPORTUNITIES

REGULATORY

COMPLIANCE & ENFORCEMENT

POLICIES & LEGISLATION

RESEARCH & MONITORING

INFORMATION & KNOWLEDGE SHARING

CO-MANAGEMENT & OTHER PARTNERSHIPS

• • • • • **OVERARCHING CONSIDERATIONS**

*ENR's eight strategic goals reflect what we do and how we do it (**bold** = what we do, not bold = how we do it). The coloured rings represent our core business functions intersecting with each of the goals (note: the core business functions are in no specific order and are intended to be viewed as equivalent). The dotted ring around the outside illustrates three overarching considerations that influence our operations.*

Goals and Objectives

Building on progress made from our previous strategic plan, the *ENR Strategic Plan 2022-2026* reflects the advancement of our goals, including integration of ecosystem-based management and sustainable development, which were previously Guiding Approaches. The Partnerships goal has been expanded to include collaboration and coordination to highlight the multiple types of relationships inherent to our work.



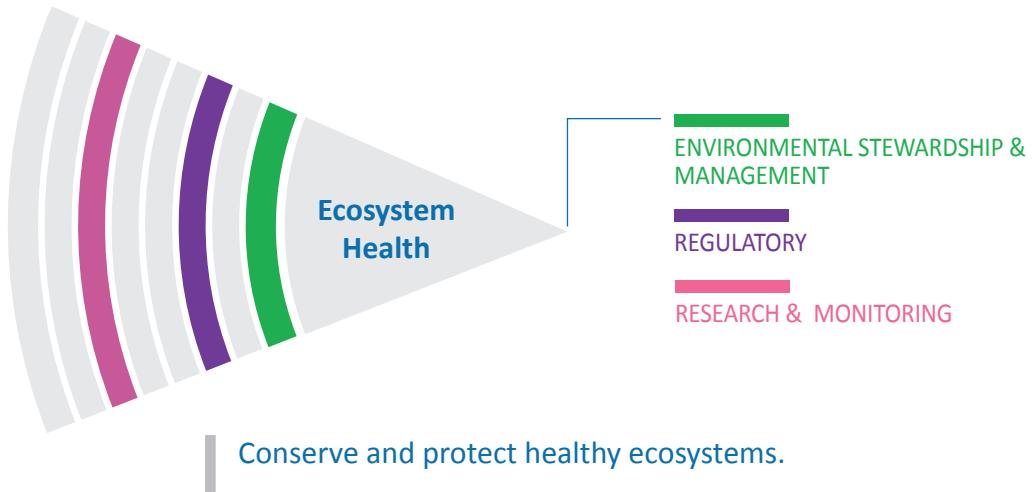
Blue ink indicates concepts integrated into the new ENR Strategic Plan Goals and Objectives.

These goals, objectives and priorities set out what we aim to achieve. The Implementation Plan provides detailed actions and milestones, along with measures and targets to monitor and evaluate our progress.



What We Do:

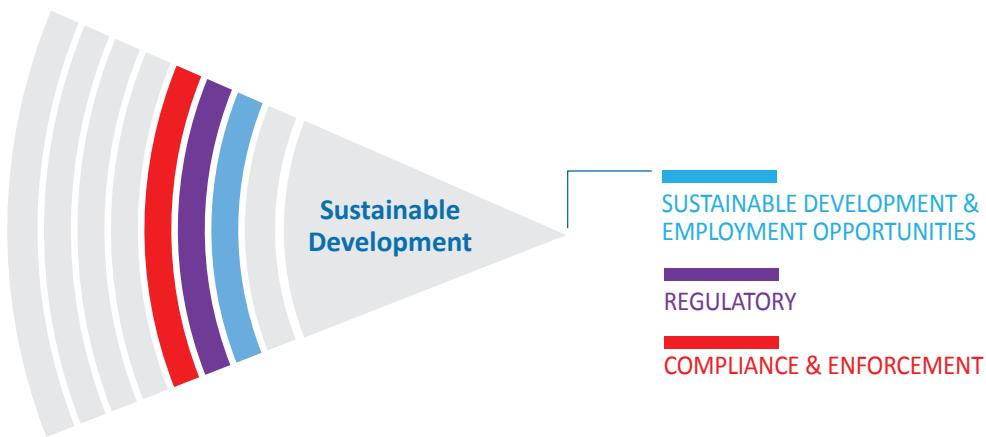
ENR's mandate, as defined in ENR's Establishment Policy, and ENR's mission are ultimately about balance. Our goals of Ecosystem Health and Sustainable Development interlock and intersect and must be considered together in the way we approach all our work.



Objectives

- 1. Do our part to manage ecosystem integrity in a proactive and adaptive way.**
 - A. Manage the impacts of human activities or other natural impacts to the environment.
 - B. Prevent environmental harm through proactive planning and leadership.
 - C. Respond appropriately to changing environmental conditions in NWT ecosystems

ECOSYSTEM HEALTH



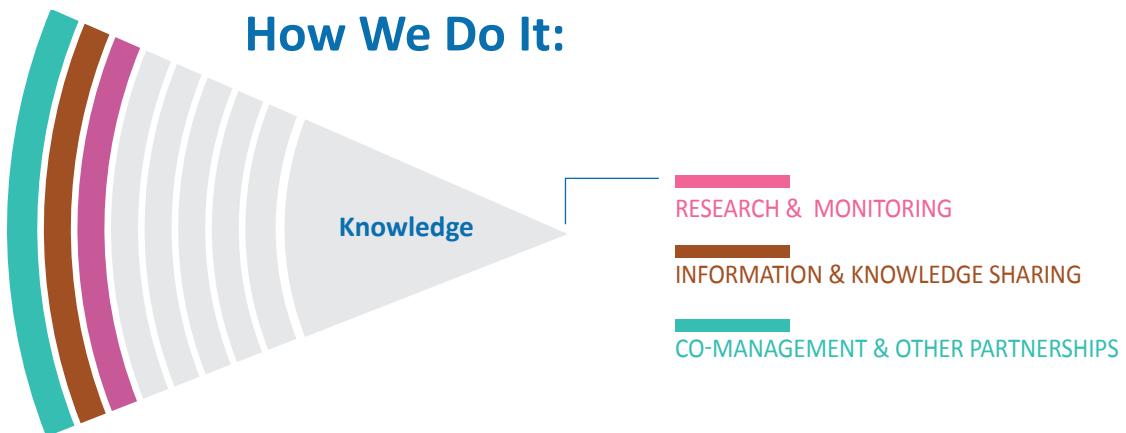
Encourage the wise use of natural resources for sustainable livelihoods and the economy.

Objectives

- 2. Encourage responsible and balanced sustainable resource development.**
 - A. Conduct our regulatory and impact assessment roles in a way that supports a balanced approach to sustainable development.
 - B. Identify environmental liabilities and set adequate environmental securities for development projects.
 - C. Consider climate change factors fully in sustainable development decisions.

- 3. Support land and resource-based economies that provide employment opportunities for Northerners.**
 - A. Deliver programs and services that generate employment and build capacity, particularly in small communities.
 - B. Support economic growth through the responsible development of the forestry, conservation and remediation economies.

SUSTAINABLE DEVELOPMENT



Support the respectful collection, use, maintenance and management of Indigenous, local and scientific knowledge.

Objectives

4. **Conduct adaptive research and monitoring of NWT ecosystems, including water, wildlife, fish, air, protected areas, forests and wildfire.**
 - A. Work with our partners to address NWT research priorities.
 - B. Improve our understanding of cumulative effects.
 - C. Enhance our knowledge of climate change impacts.

5. **Strengthen how we incorporate Indigenous knowledge in our programs and services.**
 - A. Improve our understanding of the link between land, health and culture.
 - B. Ensure Indigenous knowledge informs the design and delivery of our programs and services.

KNOWLEDGE



Support balanced, evidence-based decision-making using the best available information and advice.

Objectives

- 6. In our role as decision-maker, work to ensure that our ecosystem-based management and sustainable development approaches reflect the advice and recommendations of Indigenous governments, Indigenous organizations, other partners and stakeholders.**
 - A. Include co-management board recommendations in our decision-making process.
 - B. Integrate the advice and knowledge of advisory groups and expert knowledge holders in decision-making.
 - C. Ensure that climate change and the environmental rights of NWT residents are incorporated in GNWT decision-making.

- 7. Provide expert advice to inform decisions made by our regulatory partners, Indigenous governments, Indigenous organizations, communities and industry.**
 - A. Provide advice to other decision-making authorities in a useful, accessible and timely manner.
 - B. Ensure our information management systems serve our needs and the needs of our partners.

INFORMED DECISION-MAKING



CO-MANAGEMENT & OTHER PARTNERSHIPS

ENVIRONMENTAL STEWARDSHIP & MANAGEMENT

POLICIES & LEGISLATION

Work in the spirit of good governance and reconciliation to foster effective partnerships and collaborations that are founded in mutual respect.

Objectives

- 8. Provide opportunities for Indigenous governments, Indigenous organizations, other partners, communities and stakeholders to collaborate on and influence ENR initiatives.**
 - A. Support the direct involvement of co-management partners and communicate reasons for our decisions with transparency, timeliness and accountability.
 - B. Bring together diverse knowledge holders to provide expertise, advice and guidance on ENR's key strategic initiatives.
- 9. Support effective research partnerships that contribute to fulfilling knowledge priorities.**
 - A. Work with Indigenous governments, Indigenous organizations, non-government organizations, national and international organizations, academia and others to advocate for GNWT and NWT knowledge priorities.
- 10. Coordinate and collaborate with GNWT departments to advance key strategic initiatives led by ENR.**
 - A. Ensure Indigenous knowledge informs GNWT programs and services.
 - B. Provide leadership, coordination and capacity-building across government on climate change.
 - C. Provide leadership, coordination and capacity-building across government on GNWT research priorities.

PARTNERSHIPS, COLLABORATION AND COORDINATION



INFORMATION & KNOWLEDGE SHARING

COMPLIANCE & ENFORCEMENT

ENVIRONMENTAL STEWARDSHIP & MANAGEMENT

Provide meaningful, open and timely information exchanges with the public.

Objectives

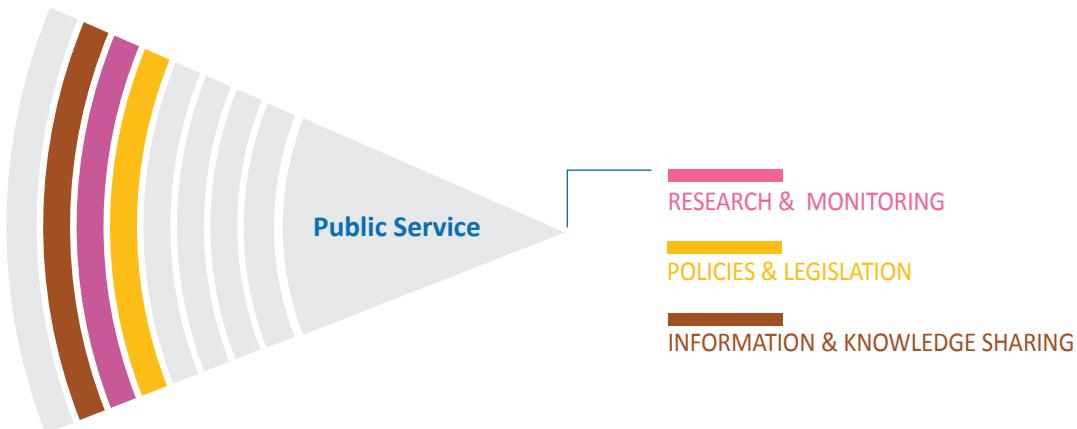
11. Improve public education and awareness of ENR's activities, programs, services, legislation and policies.

- A. Share timely and effective materials that generate interest, understanding and support for our work.
- B. Educate to promote compliance and address non-compliance with ENR legislation.
- C. Make information open, transparent and accessible in a way that meets the needs and expectations of those we serve.

12. Engage with residents and organizations to ensure their concerns and views are reflected in our actions and decisions.

- A. Strive for meaningful, timely and adequate opportunities for public participation.
- B. Ensure feedback is meaningfully considered in decision-making processes.

COMMUNICATIONS AND OUTREACH



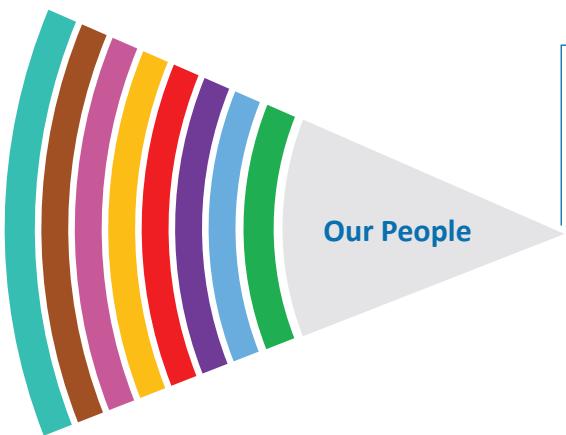
Demonstrate excellence in public service.

Objectives

13. Develop and implement relevant, effective and efficient legislation, policies, programs and services.

- A. Ensure our legislation, policies, programs and services maximize available resources and remain effective over time.
- B. Measure our performance and progress using structured, inclusive and robust monitoring and evaluation frameworks.

PUBLIC SERVICE



- ENVIRONMENTAL STEWARDSHIP & MANAGEMENT
- SUSTAINABLE DEVELOPMENT & EMPLOYMENT OPPORTUNITIES
- REGULATORY
- COMPLIANCE & ENFORCEMENT
- POLICIES & LEGISLATION
- RESEARCH & MONITORING
- INFORMATION & KNOWLEDGE SHARING
- CO-MANAGEMENT & OTHER PARTNERSHIPS

Cultivate dedicated, representative, innovative and knowledgeable staff who have opportunities to learn, grow and contribute.

Objectives

14. Appropriately address systemic racism and promote inclusion and diversity in our workplace.

- A. Provide a safe and inclusive workplace.
- B. Build a representative workforce.

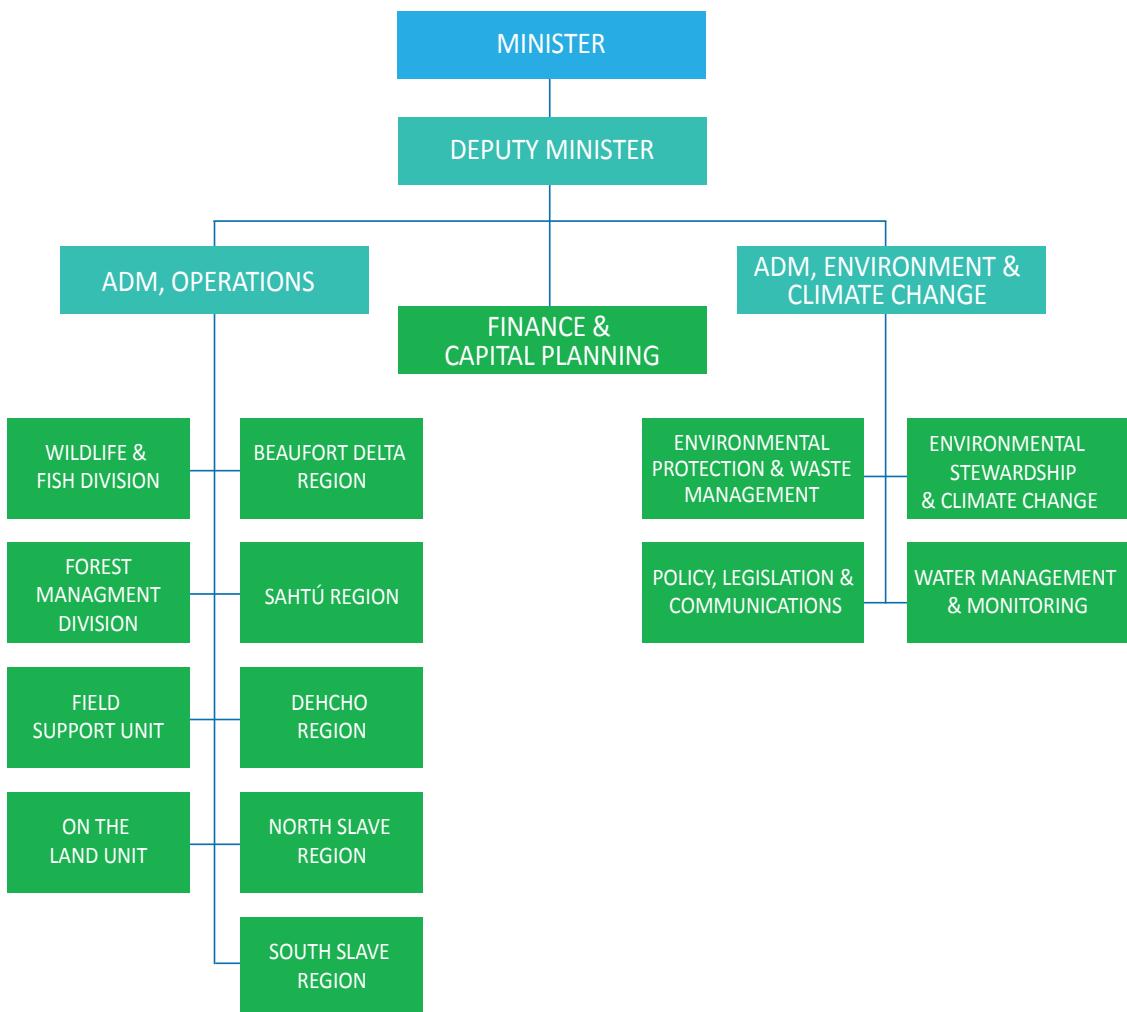
15. Ensure that staff feel valued, satisfied and dedicated to their work.

- A. Acknowledge staff for the good work that they do and their dedication to the public and each other.
- B. Support professional development and training that is relevant to employees' positions and that supports the needs of ENR.
- C. Administer Human Resource policies and programs effectively to foster a healthy and effective workforce and work environment.





APPENDIX A: ENR ORGANIZATIONAL STRUCTURE



APPENDIX B: CORE BUSINESS FUNCTIONS

The mandate of the Minister and the Department of ENR is to promote and support the sustainable use and development of natural resources and to protect, conserve and enhance the NWT environment for the social and economic benefit of all NWT residents.

The following are the Department's Key Activities:

Environmental Stewardship and Management includes supporting initiatives that conserve and protect healthy ecosystems and encourage the wise use of our natural resources.

Co-management and/or Other Partnerships by working collaboratively with other organizations on environmental management in the NWT, through shared jurisdiction with the Government of Canada, Indigenous governments, Indigenous organizations and co-management boards established under lands, resources and self-government agreements, and through partnerships with Indigenous governments, Indigenous organizations, boards, academics, non-government organizations, industry and others.

Sustainable Development and Employment Opportunities to balance environmental, economic and social needs through the wise use and sustainable development of the NWT's natural resources.

Policies and Legislation underpin ENR's approach to implementing policies and programs.

Regulatory activities such as processes where ENR issues authorizations under ENR legislation and where ENR provides expert advice to co-management boards making decisions. Regulatory processes where ENR issues authorizations are coordinated, where possible, with regulatory processes led by co-management boards.

Compliance and Enforcement activities are carried out by ENR for both territorial and federal legislation. Officers are responsible for the management, implementation and delivery of wildlife, water, fish and forest management, protected areas and environmental protection initiatives. Compliance and enforcement are fundamental to key activities of ENR.

Research and Monitoring occurs to ensure environmental and natural resource decisions, policies and programs are developed using the best available scientific, local and Indigenous knowledge, and to ensure management decisions and programs are current and relevant to the NWT. This work is critical in supporting informed evidence-based decision-making across key activities of ENR, the GNWT as a whole, and with ENR's partners, which include Indigenous governments, Indigenous organizations, other governments, academics, industry, communities and non-government organizations.

Information and Knowledge Sharing takes place by supporting and maintaining meaningful, open and timely communications, education, outreach and knowledge co-generation with the public and other partners, including academia, industry and other governments.



APPENDIX C: GLOSSARY

Adaptive monitoring: Is an iterative process that includes data collection to provide essential feedback to management on information about the ecosystem and provides data that allow ecological objectives and defined goals to be evaluated so that specific management action can be taken where needed.¹

Cumulative effects: Changes in the environment due to a combination of human activities and natural processes that occur across the landscape and over time.²

Ecosystem-based management: Considers the complex interactions between humans and the living and non-living environment. The goal of ecosystem-based management is to maintain biodiversity, ecological integrity and health and manage to allow for sustainable resource use.

Sustainable Development: Development of natural resources in a manner that ensures economic, social and cultural needs are met while maintaining ecosystem integrity and biological diversity and without compromising the ability of future generations to meet their needs. Sustainable development represents one facet of the balance of wise resource use (e.g., conserving and protecting land, remediating contaminated sites, regulating industrial development, traditional economy).

Indigenous Knowledge: Knowledge and values, which have been acquired through experience, observation, from the land or from spiritual teachings and handed down from one generation to another.

1. Smit, A.-M. (2003). *Adaptive monitoring: an overview*. Wellington, New Zealand: Department of Conservation.

2. Adapted from Canadian Council of Ministers for the Environment (2014) Canada-wide Definitions and Principles for Cumulative Effects <https://ccme.ca/en/res/cedefinitionsandprinciples1.0e.pdf>



