

Workshop Results:

Exploring Issues of Working Together for the Bathurst Caribou Herd

Yellowknife, Northwest Territories

October 2013

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Executive Summary

Workshop Results: Exploring Issues of Working Together for the Bathurst Caribou Herd

A) Introduction

Approximately 20 participants from various First Nations, Aboriginal groups, territorial and federal governments produced 35 pages of work through an applied human dimensions facilitated workshop lead by Dr. Alistair Bath during two full day facilitated sessions Wednesday, October 2nd and Thursday, October 3rd, 2013 held in Yellowknife, NWT. The group reached complete consensus on the following key points.

The goal of the workshop was to work toward an understanding and addressing of the key issues facing working together toward management of the Bathurst caribou herd.

B) Key Messages

- Create a mechanism that can allow for a united voice to work and learn together for the management of the Bathurst caribou herd.
- What should this mechanism (e.g., team) do?
 - Develop a long-term plan for the Bathurst caribou herd,
 - Be strong communicators among all groups, between departments, build trust between all members,
 - Report back to local groups and communities,
 - Bring all forms of knowledge to the table to share and learn from each other,
 - Participate in education outreach advocating for traditional values in the education system,
 - Would be meaningfully involved in making recommendations, and
 - Provide input into land-use activities that pertain to the Bathurst caribou herd.
- What should this mechanism (e.g., team) not do?
 - Should not focus on other caribou herds or species that are not connected to caribou health,
 - Shouldn't drop the ball – needs to stay focused,
 - Should not be left out of harvesting allocation issues,
 - Should not be driven by politics (e.g., land claims, bureaucratic things) but remain focused on caribou.
 - Should not deal with local issues (e.g., should not interfere with local monitoring of harvesting).
- The Bathurst caribou herd is complicated as the herd crosses many traditional lands and government borders.
- To avoid the tragedy of the commons and ensure a healthy caribou herd for future generations, we all must work together.
- Managing caribou means managing people and we are going to start and follow-up from this meeting to create action on management of the Bathurst caribou herd.
- There is no existing mechanism (e.g., team) that brings all the necessary interests together to understand and address the key issues facing the management of the Bathurst caribou herd.

- We need a new “team”/“working group” to carry the collective knowledge forward to decision-makers. This new mechanism would be meaningfully involved in making recommendations regarding the management of the Bathurst caribou herd.
- We agreed that we have to work together and speak with one voice meaning we must better communicate with each other and within our own groups.
- We all agree that caribou is important to preserve.
- The workshop participants agreed upon a common vision: collaboration, cooperation and the need for stability of the Bathurst caribou for today’s and future generations.
- Need to understand the various perspectives of caribou across all groups and work toward a common respect.
- We need to use a consensus-based approach and must resolve trivial differences so to move forward.
- Communication is central to overall knowledge transfer. We need to ensure all forms of knowledge are integrated to help make the best decisions possible about caribou.
- Language of documents should be easily understood by all.
- A challenge of previous caribou meetings is that there has been limited follow-up and action after a meeting and this group agreed that this has to change. There needs to be effective follow-up after such workshops by all participating groups to increase communication, gain broader support and ensure action.
- We need support (monies, moral, involvement and commitment) from all groups as only serious commitment will produce the desired results.

C) Next Steps

Oct. 18 (delayed to Oct.31) – draft report prepared within two weeks for review by participants

Nov. 1 (delayed to Nov. 15)- Each participant agreed to read over the report for accuracy and provide feedback within two weeks. A written confirmation that the report represents the discussion of the workshop is to be sent within two weeks.

Nov. 15 (delayed to Nov. 20) - Final version of report circulated to all participants, and to those organizations that were not able to send a representative to the workshop

January 31- Each participant agreed to individually share the results from the workshop in an effective way with their communities and constituencies (e.g., a group gathering, informative presentation and discussion session, individual focus group discussions with various segments of the group, written documentation of feedback received, etc.).

- Such feedback is essential to begin an active process where true buy-in occurs after each workshop enroute to a management plan or best recommendation for decision.

February 2014 (date to be determined) - there was interest by the participants of this workshop to meet again to share the feedback and address any arising issues. The group agreed that the next session should also be facilitated and to maintain continuity suggested the same facilitator be used.

List of Participants

Mitch Campbell – Government of Nunavut

Lynda Yonge – Government of the Northwest Territories

John McCullum - Wek' èezhìi Renewable Resources Board

Arthur Beck – NWT Metis Nation

Eric Binion – North Slave Metis Alliance

Philip Kadlun – Kitikmeot Regional Wildlife Board

Roger Fraser - Government of the Northwest Territories

Joseph Judas - Tłıchq Government

George Marlowe – Lutsel K'e Dene First Nation – Akaitcho Territory Government

Terri Enzoe - Lutsel K'e Dene First Nation – Akaitcho Territory Government

Kerri Garner - Tłıchq Government

Clay Balsillie – Government of Canada

Josh Campbell – Yellowknives Dene First Nation – Akaitcho Territory Government

Edward Sangris - Yellowknives Dene First Nation – Akaitcho Territory Government

Jimmy Dillon – Deline Renewable Resource Committee

Charlie Rabesca - Wek' èezhìi Renewable Resources Board

Ron Fatt - Lutsel K'e Dene First Nation – Akaitcho Territory Government

Alistair Bath - Facilitator

Summary of the Key Workshop Results

October 2 and 3rd, 2013, Yellowknife, NWT

Introduction

Approximately 20 participants from various First Nations, Aboriginal groups, territorial and federal governments (see list of participants on sheets 1 and 2) produced 35 pages of work through an applied human dimensions facilitated workshop lead by Dr. Alistair Bath from Middle Cove, Newfoundland and Labrador, Canada during two full day facilitated sessions Wednesday, October 2nd and Thursday, October 3rd, 2013. The results of this discussion are presented exactly as they appeared during the workshop as all ideas were written down. This brief summary of the results iterates the nature of the grouping of cards which can be directly seen in the actual photographs taken of the work produced by the workshop participants. The strength of the facilitated approach used is that there is no interpretation of the results of the workshop written as minutes, but instead an actual replication of the discussion and how it evolved occurs instead through the photographs of the sheets that captured the discussion. The workshop began with a positive opening prayer encouraging everyone to listen carefully, learn from each other and share knowledge and values about the caribou. All participants in the room signed in and then introduced themselves sharing where they were from and something that had been keeping them busy lately. Most individuals offered work-related comments such as meetings or hunting activities. This exercise helped “break the ice” and allowed for the first connection to be made between the facilitator and each participant.

Workshop participants were asked to consider if they knew why they were there at the workshop and what was going to happen. Each individual was asked to place a dot on a response scale consisting of double minus (- -) indicating not at all sure what was going to happen and why they were at the workshop, single minus (-), suggesting not quite sure, one plus (+) indicating some idea of direction and finally two plusses (+ +), suggesting that the individual was very sure what was going to happen and why they were there at the workshop. Such an exercise is useful for three main reasons: 1) as an additional “breaking ice” exercise getting participants to once again discuss ideas, 2) exploring whether there are clear agendas that wish to be stated and another opportunity for the facilitator to understand the nature of participants, and 3) an indication to help assess communication messages prior to the workshop about what the applied human dimensions facilitated workshop day would be about. Results of this exercise can be found on sheet 3. Only a couple participants indicated with their dots that they were not sure (-), two individuals sat on the fence between the yellow “not sure” cards and the green “more sure” cards; most participants placed their dots on some idea of what was going to happen (single +), and a few individuals indicated that they were very sure of what was going to happen and the direction for the day (+ +). Individuals on the yellow card/unsure side expressed several ideas. One individual spoke that there are many meetings to talk about things but that it is time now to get things done and see action. Others expressed wanting to learn from each other about the context of caribou in various areas. Individuals who believed they knew what the workshop was about expressed ideas such

as the importance of caribou (see sheets 3 and 4), and that we were at a critical point in caribou history with a big responsibility toward the animal. This participant posed the question of whether “we” were ready to be responsible toward caribou and figure out together how to manage this precious resource. Others expressed concerns of the declining numbers of caribou and hoped we would understand better why numbers are dropping. Finally, one participant agreed that there had been many meetings but we still don’t have an effective way to move forward where we can work together and manage people. It was stated that we don’t really manage caribou, we manage people and that this workshop was about figuring out how to work together and manage people to ensure healthy caribou populations.

The overarching goal of the workshop was explained to the participants as to work toward an understanding and addressing of the key issues facing working together toward management of the Bathurst caribou herd. A comment was made that we work well together but struggle in getting the message out to the federal government. More specifically, the focus was on understanding what are the key issues, what do we want to achieve (what does working together mean? What is the vision of what is needed?), what are the key obstacles to that vision, and then spinning those obstacles to objectives and developing SMART (specific, measurable, attainable, realistic and timed) targets or specific ways to move forward on this issue (sheet 5).

The visual technique of using different colored cards and shapes was explained to the participants. All ideas were written down on cards that were organized by common themes. Yellow cards were used for things that were not going well while green cards highlighted positive things. Oval-shaped cards indicated discussion that occurred around an idea presented on a green or yellow card. Hence a visual picture emerged where by looking at the oval cards someone can see when there was a lot of discussion about an idea. Likewise when there were no oval cards, this was an indication that there was consensus. Many participants made positive statements about the visual technique of facilitation and the productive discussion that did occur. The discussion rules explaining these ideas were presented to the participants (sheet 5). The actual comments from the workshop days are captured exactly as they were stated on the photographed sheets that follow. The discussion rule regarding speaking time allotment of 30 seconds was challenged. Due to the importance of the issue and the cultural context, it was felt that there was a need to have a longer speaking time. This was mutually agreed upon by the group and interestingly rarely did any of the participants speak for an extended period of time choosing to keep ideas clear and concise (see sheet 6).

Understanding the current situation

The diverse group of participants began thinking about the current condition of working together effectively and toward the Bathurst caribou herd through an exercise where each participant was asked to place a dot expressing their feelings about the current situation (see sheet 7). Individuals were asked to respond to the item: “In the battle to understand and address the key issues facing working together effectively, are you: losing, losing ground, gaining the upper hand or winning. After a brief and divergent discussion ranging from ideas about land claims, gaining federal government support, industry and wanting to know more about why caribou patterns were changing (identified by the blue oval cards), the group focused on the task at hand. No one believed the situation of effectively working together was

getting better in terms of the management of the Bathurst caribou herd, although three individuals did sit on the fence between the “losing ground” and “gaining the upper hand”. Another three participants indicated with their dot placement that the situation was clearly getting worse stating “losing” while all other participants believed we were “losing ground” in terms of effectively working together.

Within several smaller groups, participants regardless of where they had placed their respective dot were asked through consensus to generate five ideas on issues that they believed made them pessimistic or darkened the picture (seen on yellow cards) and five ideas of things that were perceived as optimistic (seen on the green cards).

Similar to most facilitated groups, this workshop group discussed first the pessimistic ideas and then the optimistic ideas; most groups will have their discussion in this order claiming that they want to finish on a positive note. Several ideas were mentioned under: “what darkens the picture”. These ideas were grouped under several themes and were discussed on sheets 7, 8 and 9. Making the participants feel pessimistic were ideas centered along the following themes:

- 1) **A history of inaction** – lots of meetings occur about caribou but no one is tasked with being responsible to follow-up,
- 2) **People management** is needed to protect caribou,
- 3) **Lack of resources** - in terms of time, expertise and money,
- 4) **Complexity** – trans-boundary issues, regulatory changes and industry pressures makes the issue complex,
- 5) **Lack of an effective forum** – no united voice to bring perspectives off all groups (settled and unsettled) to the table for the Bathurst caribou herd,
- 6) **Lack of political will** - new northern leaders may be more sensitive to issues,
- 7) **Lack of a clear decision-maker** – who is the boss? Seems there is a shifting boss,
- 8) **Different perspectives**- not the same respect for caribou by all different groups,
- 9) **Knowledge transfer** - lack of information and knowledge transfer (traditional and western science),
- 10) **Repetition/History of Failure** – history of many meetings gives us no cause to be optimistic,
- 11) **Different political agendas** – industry has political clout and how to balance this economic driver when discussing healthy caribou.

Participants quite easily generated three pages of ideas that made them pessimistic about the current situation.

Participants then addressed the question of what made them optimistic. These ideas are presented on sheets 10 and 11 as green cards, and are highlighted below:

- 1) **Regulators** are to look at negative impacts on caribou and migratory routes, legislation could protect caribou calving grounds,
- 2) **Knowledge sharing** – there is a lot of knowledge that people are willing to share,
- 3) **This meeting** – and the opportunity to come together with a common voice for caribou,

- 4) ***Common concern for caribou*** – everyone has a common interest in caribou and seems willing to work together toward a common goal,
- 5) ***Committed people*** – willing to work together for future generations

Understanding what we want to achieve – exploring the vision

Up to this part of the workshop, individuals had been exploring basically the current situation and reflecting on the aspects of what was going well and not going well in the past. To provide a better understanding of what the ideal situation is that the group wants to be shooting for, individuals were asked in several smaller groups to address the question: “what do you want the working together relationship to look like in the future?” In addressing the question, participants were asked to think about their core values first, the things that were most important to them. Each group was then asked to draw an image to illustrate their ideas and then present and discuss their image. The core aspects from this visionary exercise are found on sheet 12. Participants spoke of strong communication between all groups, the need to come together to work towards a management plan, a strong commitment exists from all individuals, science and traditional knowledge both play an important role in understanding the issue and one unified voice with all people talking and listening will create an effective working relationship. In the words of one participant:

“We have to work together because we have a common property resource, our caribou, and if we don’t we’ll have a tragedy of the commons.”

Four images were produced from each group (see sheets 13, 14, 15 and 16). Each image depicts a strong communication and working relationship between all groups.

The next challenge set up for the workshop participants was to take the essence of these values and ideas from their images and discussion and create a vision statement. A vision statement can be a powerful communication tool to share with others about what the organization is striving for. A vision statement is clear, concise, and unique. It should stretch but not overstretch, and most importantly the vision statement is motivating. When read, others should utter “wow” and wish to be a part of making that vision happen. Often visions in strategic documents are too long and not captivating. The following vision statements seen on sheet 17 were outlined by the workshop participants. All four vision statements were motivating, clear, concise, unique, stretch but don’t overstretch. All four visions found below are very similar in meaning:

“Grow together with one voice and protect our future/children/caribou!!

“We are a group that is committed to work collaboratively for an effective process that respects the environment, values and cultures of all northerners for the stability of healthy caribou for generations to come.”

“Caribou need us to unite for their survival.”

“We gather with one voice to learn and work together for our people and our caribou now and forever.”

The various vision statements do share common themes such as working together and taking responsibility. Day 1 of the two day workshop ended on this note of agreement on vision statements that focused on collaboration, cooperation, the stability of the caribou herd today and for future generations. The group agreed to return the next day to figure out the details of what this working mechanism could look like to effectively guarantee the long-term survival of the Bathurst caribou herd.

The Beginning of Day 2:

As seen on sheet 18 with many blue oval cards, the group returned the next day initially wanting to discuss the Wildlife Act. A brief discussion was allowed ending in two positive agreement statements. ENR agreed to explain the Wildlife Act to communities upon request and to whatever the “mechanism” (e.g., science board, committee, working group, etc.), whatever it may look like that works on the Bathurst caribou herd issues. The workshop participants then agreed to continue to work on understanding the mechanism to address management issues facing the Bathurst caribou herd and follow the plan for the day.

Key points of agreement from Day 1:

The workshop participants confirmed their agreement, through complete consensus, of the following key statements from the first day of the workshop (see sheet 19):

- ***The Bathurst caribou herd is complicated as the herd crosses many traditional lands and government borders.***
- ***To avoid the tragedy of the commons and ensure a healthy caribou herd for future generations, we all must work together.***
- ***There is no existing mechanism (e.g., team) that brings all the necessary interests together to understand and address the key issues facing the management of the Bathurst caribou herd.***
- ***Need to understand the various perspectives of caribou across all groups and work toward a common respect.***
- ***Language of documents should be easily understood by all.***
- ***There needs to be effective follow-up after such workshops to increase communication, gain broader support and ensure action.***

Agenda for Day 2:

Emerging from discussions from day 1, were two clear objectives for day 2 (sheet 20):

- ***Create a mechanism that can allow for a united voice to work and learn together for the management of the Bathurst caribou herd.***

There was a brief discussion about whether this new “team” works together in times of good and bad which prompted statements that it should be a proactive “team” so that caribou won’t have to be listed as a species at risk. It was felt the discussion about the functions of the “team” and these items would

be resolved when discussing the questions regarding the function of the mechanism or “team”. This was further defined as what should this mechanism/“team” do and not do. In addition, items also identified for discussion were the skills needed to achieve these functions, the roles and responsibilities of individuals who are a part of this “team”.

- ***Ensure effective follow-up can occur after this workshop.***

As part of the agenda for day 2, a discussion about what stops the follow-up from past meetings and identifying common messages were also identified as worthy to discuss.

Exploring the functions:

What should this mechanism (e.g., team) do?

In smaller workshop groups, similar ideas emerged about the possible functions of this new mechanism/“team” (see sheets 21, 22 and 23). This new mechanism should:

- Develop a long-term plan for the Bathurst caribou herd,
- Be strong communicators among all groups, between departments, build trust between all members,
- Report back to local groups and communities,
- Bring all forms of knowledge to the table to share and learn from each other,
- Participate in education outreach advocating for traditional values in the education system,
- Would be meaningfully involved in making recommendations, and
- Provide input into land-use activities that pertain to the Bathurst caribou herd.

All participants agreed through complete consensus with these functions of the new mechanism.

What should this mechanism (e.g., team) not do?

The participants in the workshop then agreed through complete consensus also on items that this new “team”/mechanism should not do (see sheets 24 and 25):

- Should not focus on other caribou herds or species that are not connected to caribou health,
- Shouldn’t drop the ball – needs to stay focused,
- Should not be left out of harvesting allocation issues,
- Should not be driven by politics (e.g., land claims, bureaucratic things) but remain focused on caribou,
- Should not deal with local issues (e.g., should not interfere with local monitoring of harvesting).

Participants felt that ENR should work with wildlife committees at the local level but this new mechanism/“team” should not be involved at this level but operating at the bigger picture level. Complete consensus was achieved on all of these items by all participants in the room.

Exploring the skills needed to achieve the above functions:

The workshop participants outlined the following skills that are needed to achieve the functions above of this new mechanism/"team" (see sheets 26, 27 and 28):

- respect and honesty – members should sit as equals and reach decisions by consensus,
- western science knowledge – independent biologist,
- influence/authority – individuals must have authority to make decisions and recommendations and influence to their respective groups,
- connection – community members have to have influence within their community,
- traditional/on the land knowledge,
- good communication skills (written, verbal and listening),
- representativeness – the meaning of representativeness was highly debated as seen by the numerous blue oval cards on sheet 27; it was agreed that this topic would need further discussion at a later time, and
- there may be smaller working teams made up of the individuals from the "team"/new mechanism to tackle specific issues at various times.

Understanding Trust – a key obstacle to working together effectively:

Participants understood that trust was a key obstacle to achieving effective working relationships, thus a discussion was designed to explore what results in loss of trust (sheets 29 and 30) and what results in gaining and keeping trust (sheets 31 and 32). Complete consensus on these items was achieved as evident by no blue oval discussion cards and common messages from each group. This discussion also reveals that all participants fully understand how to lose and how to keep trust. Loss of trust occurs through a revolving door membership, lying, blindsiding, conflicts of interest, being dismissive, stealing, inconsistency - meaning not following up with commitments, regulatory amendments with no consultation, governments not respecting treaty and aboriginal rights, inadvertent misunderstandings caused by not regularly communicating, and intimidation.

In contrast, trust can be kept and gained through mutual respect, making others feel safe by creating a comfortable working environment, commitment through a long-term relationship and membership continuity, effectively listening, honesty, providing feedback in a timely manner/accountability, following through on commitments, openness, and remembering we are all people.

What are the main messages to communicate from our workshop?

At the end of day 2, participants agreed that it was important to develop the main messages to communicate from our workshop back to our respective constituencies (see sheets 33 and 34). These are those key messages developed by the participants of the workshop:

- ***Managing caribou means managing people and we are going to start and follow-up from this meeting to create action on management of the Bathurst caribou herd,***

- ***We need support (monies, moral, involvement and commitment) from all groups as only serious commitment will produce the desired results,***
- ***We need to use a consensus-based approach and must resolve trivial differences so to move forward,***
- ***We all agree that caribou is important to preserve,***
- ***We agreed that we have to work together and speak with one voice meaning we must better communicate with each other and within our own groups,***
- ***Communication is central to overall knowledge transfer. We need to ensure all forms of knowledge are integrated to help make the best decisions possible about caribou,***
- ***We need a new “team”/“working group” to carry the collective knowledge forward to decision-makers.***

In addition, messages from day 1 agreed upon earlier during day 2 should form part of the main communication messages.

What are the next steps?

The group identified specific next steps with dates (sheet 35).

- Results from the workshop were to be given back to every participant within two weeks, a deadline that unfortunately was not met but resulting in only a slight delay to the original planned schedule of feedback.
- Upon receipt of the draft report, each participant would read over the report for accuracy and provide feedback within two weeks. Any changes would be incorporated.
- The final report would then be sent to each participant to be used to share with their communities and constituents.
- Each participant agreed to individually share the results from the workshop in an effective way with their communities and constituencies (e.g., a group gathering, informative presentation and discussion session, individual focus group discussions with various segments of the group, written documentation of feedback received, etc.).
- Such feedback is essential to begin an active process where true buy-in occurs after each workshop enroute to a management plan or best recommendation for decision.
- The group agreed to communicate back by the end of January the feedback heard from their constituents.
- There was interest by the participants of this workshop to meet again to share the feedback and address any arising issues.
- The group agreed that the next session should also be facilitated and to maintain continuity suggested the same facilitator be used.
- In addition, results from the workshop will be communicated to those individuals invited to the workshop but unable to attend.

In a relatively short period of time (2 days), a diverse set of interests did work effectively and remained focused on the topics at hand to produce 35 pages of ideas and agreement. The visual approach of the

applied human dimensions facilitated workshop approach appeared embraced by all participants who actively participated through the two days. The working environment in the room was pleasant and productive with many positive comments from participants received at the end of the workshop.

The key now is:

- to keep the ball rolling by getting this report out to each participant in a timely manner,
- to have each participant review the key findings and confirm that the report's contents are consistent with the events of the workshop,
- Each participant is to send a written confirmation that they are comfortable with the accuracy of the report in capturing the discussion from the workshop.
- Any minor suggestions for revision should be sent within two weeks of receipt of the report.
- The final report is then to be communicated by each participant back to their respective groups in a meaningful way to gain feedback and support for the next steps.

The participants stated during the workshop that many caribou meetings have occurred in the past but result in no action or follow-up. For this workshop and results to be different from the many previous meetings, ***each participant has agreed to be responsible for communicating the results, gaining feedback, building support for the proposed direction and reporting back to the group their findings.***

NAME	COMING FROM	SOMETHING THAT'S BEEN KEEPING ME BUSY LATELY
1. Mitch Campbell	Arviat, Nunavut	Wildlife Biologist for Nunavut Dept. of Environment.
2. LYNDY YONGE	ENR, Yellowknife	Wild life Act & Potatoes
3. John McCullum	WRRB, Yellowknife	Meetings, meetings ... stair rails
4. ARTHUR Beck	Metis FT Resolution	Hunting & Fishing & meetings
5. ERIC BINION	NSMA, YK	TK studies + Choppin' wood
6. Phillip KADLUN	Kugluktuk Nu.	Hunting & fishing in mts.
7. Roger Fraser	YK - ENR	Forest Fire/WILDLIFE ISSUES
8. Joseph Judas	Wekwæti NT.	Tliche Gov't member.
9. George Marlane	Lutsel. K'e	CONSELER Lutsel K'e
10. Demi Engae	LUTSELKE	Wildlife committee Lutselke.
11. KERRI GARNER	YK - Tliche Gov	fish Camp + Spanish lessons
12. CLAY BALSILLIE	YK. AANDC	Tliche AGREEMENT IMPLEMENTATION : FINANCING AGREEMENT RENEWAL
13. Josh Campbell	YK OFN, Dehah/YK	- Starting work with YK OFN - Fall wood pile.
14. EDWARD SANGRIS	YK OFN - DETTAH	AKaitche



NAME	COMING FROM	SOMETHING THAT'S BEEN KEEPING ME BUSY LATELY.
15. JIMMY DIXON	DELINE	
16. Charlie Rabesca	Rox - Edzo	Land
17. ALISTAIR BATH	MIDDLE COVE, NL.	Tennis
18. RON		

FACILITATOR
DR. ALISTAIR BATH
ABATH@MUN.CA

I KNOW WHY
I AM HERE
AT THIS WORKSHOP.

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ALL THESE MEETINGS
TALK ABOUT THINGS
HERE TO LEARN, GET
THINGS DONE.
NOTHING HAS HAPPENED. NEED ACTION.

KNOW WHAT OTHERS
THINK - KNOW WHY
CARIBOU ARE NOT
IN AREA.

NOT VERY FAMILIAR
WHO'S WHO?
NONSTOP ISSUE
WHO'S THE BOSS?

CARIBOU ARE IMPORTANT
DON'T KNOW MUCH
CONTEXT.

CARIBOU CENTRAL &
IMPORTANT TO
EVERYONE

- TAKE INFORMATION,
LOOK AT TRENDS
- CARIBOU CAN TAKE OF THEMSELVES

CRITICAL POINT IN
HISTORY

- BIG RESPONSIBILITY
TO CARIBOU - ARE WE READY?
- NEW WILDLIFE ACT →
BUREAUCRATIC → IMPACTS?

CARIBOU ~~IS~~ A TOP
STORY

- NOW SAW SITUATION
FIRST HAND
- MOST PRECIOUS RESOURCE
NEED TO BE LOCAL!

- LISTEN TO CONCERNS
- GREW UP HERE - SO MANY
BEFORE
→ WHY #S DROPPED SO
FAST?
- MOVEMENTS OF CARIBOU.

• HAVE BEEN LOTS OF MEETINGS,

- WE DON'T HAVE A WAY
TO MOVE FORWARD WHERE
WE CAN WORK TOGETHER
TO MANAGE PEOPLE.

3

- COMPLICATED SITUATION
→ LOTS OF THINGS
HAPPENING TO BATHURST
- ACTION IS WHAT WE NEED
- "TEETH" / POLITICAL WILL
FOR THE GROUP / TEAM

- ANIMALS ARE IMPORTANT
- HOW PEOPLE GROW WITH
THE CARIBOU
- TRYING TO HELP THE
ANIMALS * TEACH OUR KIDS
TO TREAT CARIBOU.

- WE BLAME A LOT OF
PEOPLE (e.g. ROADS, MINES, ETC.)
- LET'S GET TO THE
POINT.
- NEED TO TREAT ANIMALS
WELL. • HOW HAVE FORWARD.

- CARIBOU HAVE DECLINED
- USE TO HAVE LOTS OF
CARIBOU BEFORE
- SEND SAMPLES BUT
DON'T HEAR RESULTS
- TREATY RIGHTS - HUNTING RIGHTS

- HAVE TO WORK TOGETHER
- WHY TAKE AWAY RIGHTS?
→ RIGHTS ARE BROKEN
- MINING IMPACTS?
- WANT ACTION.

- LOTS OF PEOPLE TALKING
ABOUT THE HEALTH OF
CARIBOU.
- WORK TOGETHER ~~FOR~~
- GREW UP WITH CARIBOU / DIET
- WHAT'S HAPPENING RANGE?

- BEEN TALKING ABOUT
CARIBOU - ATTENDED ALL MEETINGS
COMMITMENT
→ NEED TO MANAGE
HUMANS (e.g. WATER, FOOD, ETC.)
- * HAVE TO MANAGE HUMANS
- * HAVE TO ADDRESS THE MIGHTY \$!

- NWT GOV'T HAS LIMITED
POWER → FED. GOV'T HAS
POWER.
- MEETING → "LIVE"
- TEACH ABOUT "OUR LAND,
TO YOUTH.

4

GOAL

WORK TOWARD
UNDERSTANDING AND
ADDRESSING THE KEY ISSUES
FACING WORKING TOGETHER
TOWARD MANAGEMENT OF
THE BATHURST CARIBOU HERD.

WORK TOGETHER
WELL HERE BUT
IT'S BRINGING IT
UP TO FED. GOV'T

OBJECTIVES

WHAT ARE THE
KEY ISSUES TO BETTER
UNDERSTAND & ADDRESS?

WHAT DO WE
WANT?

WHAT DOES
WORKING TOGETHER
MEAN?

WHAT IS
OUR VISION OF
WHAT IS NEEDED?

WHAT ARE THE
OBSTACLES TO
ACHIEVING OUR VISION?

5 TIMES WHY?

TURNING OBSTACLES
TO OBJECTIVES.

CAN WE AGREE ON
SOME SPECIFIC WAYS
TO MOVE FORWARD?

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ROLES AND
RESPONSIBILITIES
OF BEING PART OF
A TEAM?

WHAT DOES
THIS TEAM/WORKING
TOGETHER MECHANISM
LOOK LIKE?

"TO GET 'ER
DONE"!

ARE WE THEN READY
TO WORK ON UNDERSTANDING
AND ADDRESSING THE KEY
ISSUES FACING THE MGMT
OF THE BATHURST CARIBOU HERD?

5

DISCUSSION RULES

FOR FLOWING
AND EFFICIENT
DEBATE.

30 ~~SECONDS~~
SPEAKING TIME

• NEED A
LONGER TIME
TO SPEAK BECAUSE
IT'S IMPORTANT.

EXPRESS 1 IDEA
AT A TIME.

WRITE DOWN ALL
IDEAS

7 ~~WORDS~~ ARE
USUALLY ENOUGH.

LOTS OF WORDS
HAVE BEEN WRITTEN
→ FOCUS IT TO
THE PRIME MINISTER

BUT NOT
JUST KEY WORDS.

FLASH FOR OBJECTIONS,
CLARIFICATION AND
COMMENTS.

ADD COMMENT
ON AN OVAL
CARD.

WILLINGNESS TO WORK
IN SMALLER GROUPS
AND WORK TOWARD
SOLUTIONS.

SAYING "YES" WHILE
THINKING "NO" JUST
LEADS TO GREATER
PROBLEMS LATER.

6

IN THE BATTLE TOWARD
UNDERSTANDING AND
ADDRESSING THE KEY ISSUES
REGARDING WORKING TOGETHER
EFFECTIVELY, ~~WE~~ ARE WE:

LOSING

LOSING
GROUND

GAINING
THE
UPPERHAND

WINNING



WHAT DARKENS THE
PICTURE?

Post meetings,
Authority is not
completing objectives

NOT COMMUNICATING
INFORMATION FROM
W/S : MEETINGS

NO ONE TASKED
WITH BEING
RESPONSIBLE TO
FOLLOW UP

NO FORWARD
MOVEMENT
NO MOVEMENT FROM
RECOMMENDATION
TO ACTION

HISTORY
IN ACTION

E. Meeting after Meeting
and were still ignored.
How is this meeting any
different?

INDUSTRY
DOESN'T SUFFER
LIKE WE DO
WITH CARIBOU.

HAVEN'T
SETTLED CLAIM,
NEED TO FIGURE
OUT A WAY TO
WORK TOGETHER.

HOW DO WE
AVOID TRAGEDY
OF COMMONS?

HOW DO WE
GET FED. GOV'T
TO UNDERSTAND
THE IMPORTANT
ISSUES?

WE NEED
TO LISTEN
TO EVERYONE
HUNTERS,
ELDERS

WANT TO
KNOW WHY
CARIBOU ARE
CHANGING
PATTERNS?

7

LACK OF
NEED FOR A
HUMAN MANAGEMENT
PLAN

NEED TO
CALL IT A
HUMAN MGMT
PLAN TO PROTECT
CARIBOU

PEOPLE
MGMT

\$

DIFFERENCES IN
FUNDING + CAPACITY
BETWEEN GROUPS

DIFFERENT
GROUPS HAVE
DIFF. RESOURCES
AVAILABLE TO
PARTICIPATE

Lack of Resources

- \$
- Time
- Capacity

COMPLEXITY

- complex situation
- trans-boundary...
- Ongoing Self-Govt
- Regulatory changes
- Industry pressures.

PLAN
FORUM

No United Voice to bring
Perspectives off all groups
(Settled, unsettled) to TABLE.

A- As a working group, nothing
is in place, no structure. How
can we succeed if this first
step isn't achieved. I starts
with listening to our knowledge.

LACK OF
POLITICAL
WILL

LEADERSHIP/POLITICS
NEEDS TO ^{NOT} ACT (STAND STILL)
+ LISTEN

GOOD & BAD
THINGS HAPPENING

NEW NORTHERN
LEADERS MAY
BE MORE SENSITIVE
TO ISSUES

B. Gov are supporting land
use that goes against our
culture + Principles. How
can we move forward to
manage Caribou is they refuse
to listen.

TRYING TO FIGURE
OUT WHO'S THE BOSS
DOES IT MATTER?

DEC-
MAKER

WHO DO WE
TALK TO?
→ SHIFTING
"BOSS"

STILL HAVE
TO DO SOMETHING

8

Different Groups have Different

- values
- Authorities
- Perspectives

NOT ENOUGH
RESPECT FOR
CARIBOU

DIFF.
PERSPECTIVE

NOT ALL
OPERATING WITH
SAME FACTS
→ INTEGRATION
NEEDER

AGING ELDERS
AND LOSING TK INPUT
IN MANAGEMENT PLANS

C. We are part of a
circle of life on the
land, for thousands of
years. If the Gov. want allow
us to touch them of this
circle, nothing will change.

Lack of understanding TK
(acknowledgement)
? Science

DIFFERING GROUP
VIEWS FOR THE REASONS
OF CARIBOU DECLINE
(CUMULATIVE IMPACTS)

INCOMPLETE OR
LACK OF DATA/
CARIBOU COUNT

KNOWLEDGE
TRANSFER
EDUCATION

REPETITION

THE HISTORY OF
FAILURE ~~FOR~~

- History of these
meetings have given us
no cause to be optimistic
*

POLITICAL
AGENDAS

DIFFERENT
POLITICAL AGENDAS

EG.
DO WE HAVE
DEVLPT OR NOT?
→ ECONOMIC
DRIVER

D. Industry has been
calling the shots with
Promises of Money. How
can we Fight this? How
can we put people/caribou first.

9

WHAT MAKES YOU OPTIMISTIC?

D. Migratory blockages must be removed & people before Money & set priorities.
Prove Priorities.

CHANCE EXISTS
TO SET
PRIORITIES
STRAIGHT

C - Regulators must show that they will stop/mitigate the negative impacts of the mines. People & country are more important than money.

B. We will stand a chance if our Leaders finally show/prove that they have finally listened. No more meeting without this.

A - We may stand a chance if we can educate our M.L.A's with TE/IG and science results.

THERE IS A LOT OF KNOWLEDGE THAT PEOPLE ARE WILLING TO SHARE.

E^{if we} Move towards legislative protection for all calving grounds, through a coming together of all stakeholders.

If we listen, this could be a positive

10

F. The possibility of coming together in a common voice following this meeting. *Management Plan

ALL GROUPS GENERALLY WORK TOGETHER WELL AT MEETINGS

POTENTIAL CARIBOU MANAGEMENT PLAN BEING IMPLEMENTED

Everyone has a common interest Caribou

ALL GROUPS HAVE THE SAME CONCERNS (PROTECT THE CARIBOU)

PEOPLE AGREE TO WORK TOGETHER FOR A COMMON PURPOSE/GOAL

WE CARE ABOUT OUR FOOD!

CARIBOU IS A COMMON INTEREST

Many committed people

WORKING TOGETHER FOR FUTURE GENERATION

11

WHAT DO YOU WANT
THE WORKING TOGETHER
RELATIONSHIP TO LOOK
LIKE IN THE FUTURE?

WHAT ARE
THE CORE VALUES
AND VISION WE ARE
STRIVING FOR?

INDUSTRY, PEOPLE,
GOVT, KNOWLEDGE
NEED TO BE INTEGRATED
INTO THE CIRCLE.

SCIENCE BOARDS
BETWEEN GROUPS

COMMON TABLE /
MECHANISM
→ ALL GROUPS

STRONG BASE - FLOWER
POT

NEED TO DO WHAT'S
BEST FOR THE CARIBOU.

STRONG COMMUNICATION
EFFECTIVE LISTENING

ONE UNIFIED VOICE
WITH ALL PEOPLE
TALKING & LISTENING

ALL GROUPS - FEDERAL,
INDUSTRY, ALL LEVELS
OF GOV'T & TRADITIONAL
PEOPLES.

\$\$\$ - MONEY EXISTS

GROWING & WORKING
TOGETHER.

MONEY COMES FROM
INDUSTRY TO PROTECT
CARIBOU & FROM FED.
GOV'T

COMMUNICATION COMES
FROM THE COMMUNITIES

GREEN GRASS - HEALTHY
CARIBOU.

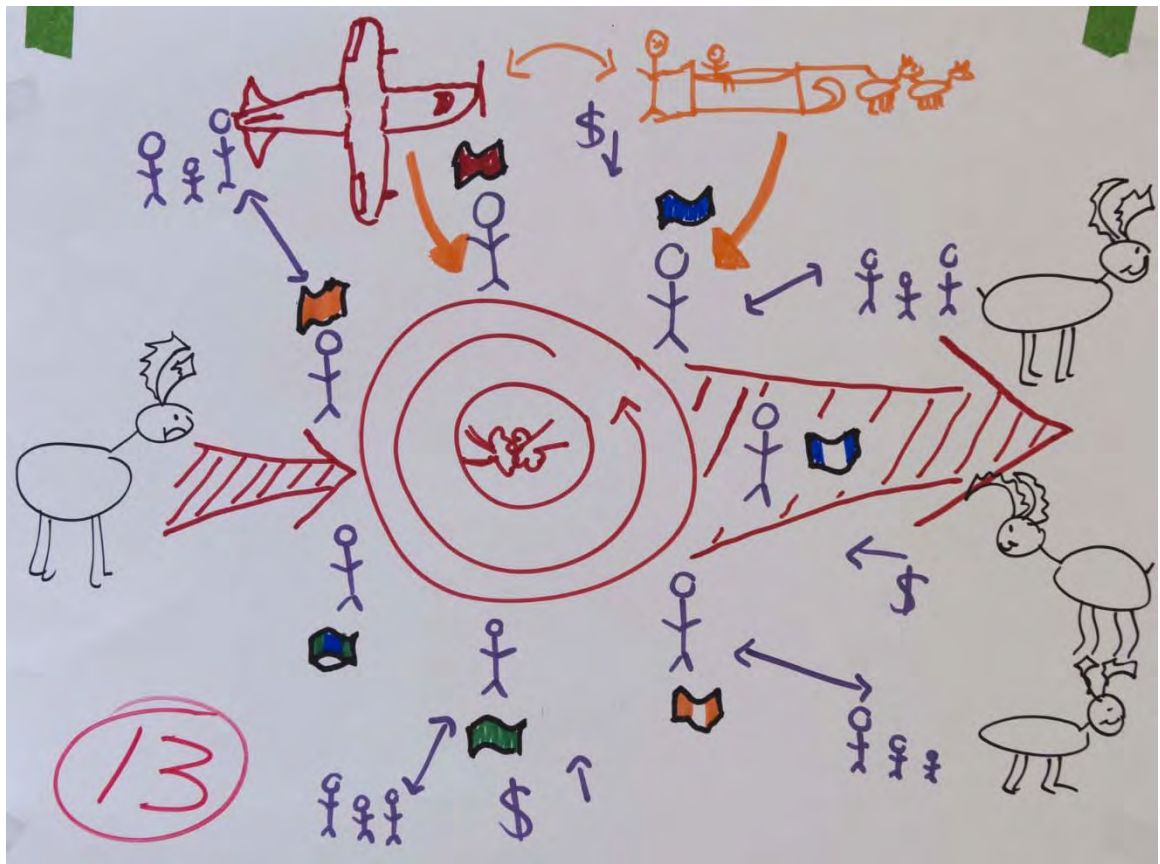
SCIENCE & TK
PLAYING AN IMPORTANT
ROLE

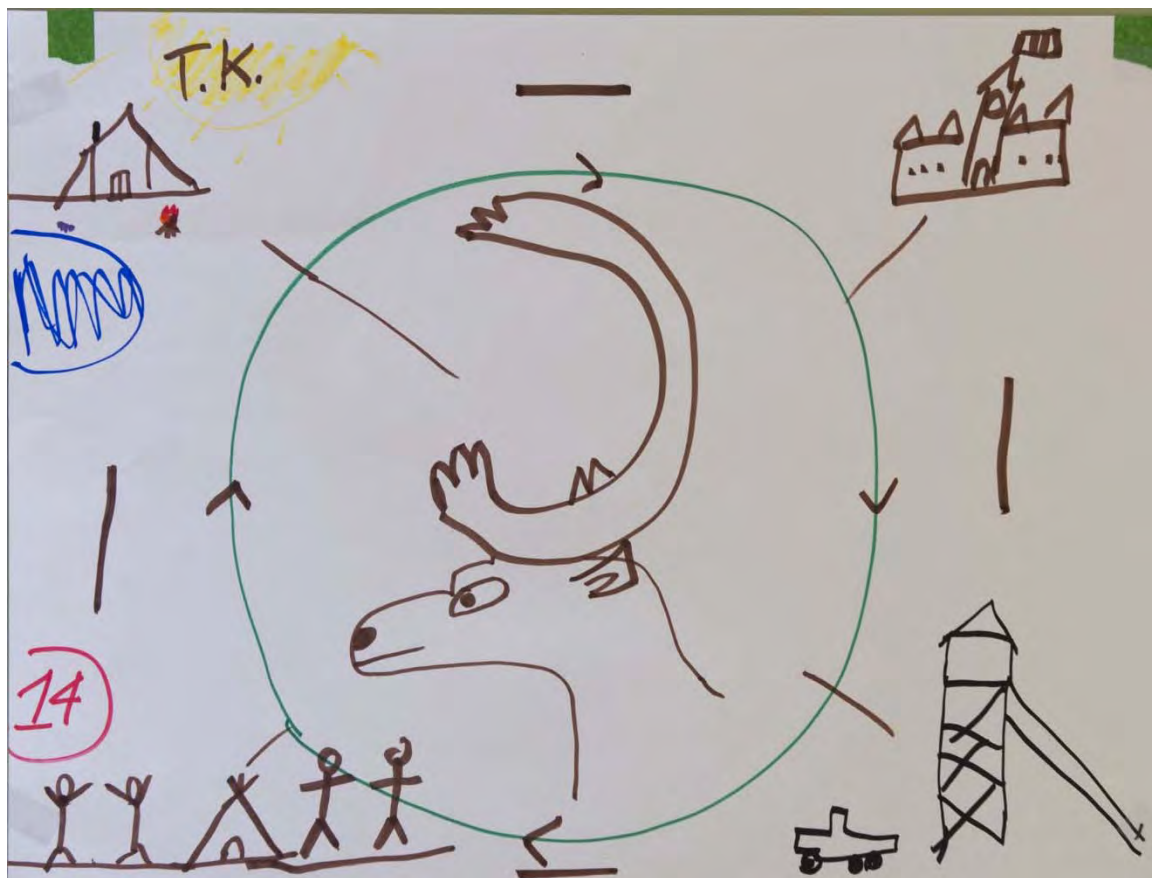
COMING TOGETHER
OF MINDS TO PRODUCE
PLAN/SOMETHING THAT
MOVES FORWARD.

COMMITTMENT
EXISTS FROM ALL.

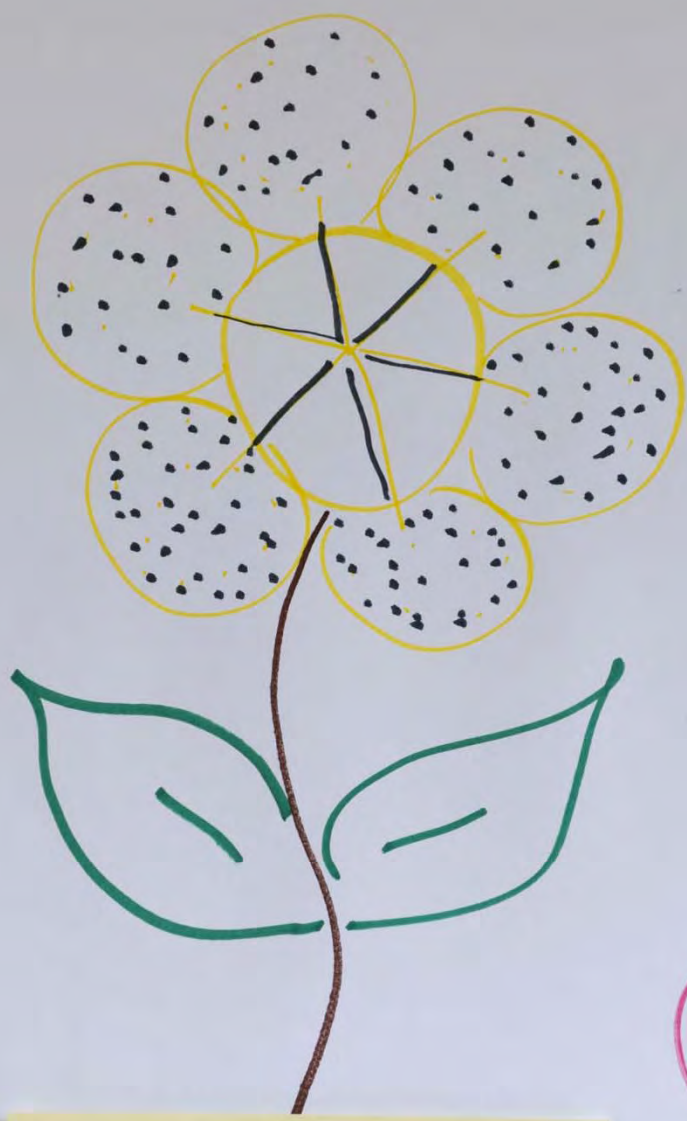
UNDERSTANDABLE
PLAN TO ALL GROUPS
& TO ALL PEOPLE FOR
PLAN TO WORK

12

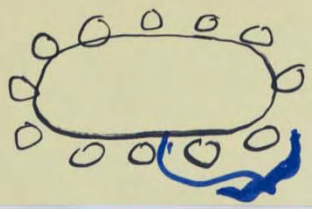








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VISION

- CLEAR, CONCISE, UNIQUE
- STRETCH BUT NOT OVERSTRETCH,
- MOTIVATING

Stand together with one voice to protect our future/children/caribou!!

WE ARE A GROUP THAT IS COMMITTED TO WORK COLLABORATIVELY FOR AN EFFECTIVE
PROCESS THAT RESPECTS THE ENVIRONMENT, VALUES, & CULTURES OF ALL NORTHERNERS
FOR THE STABILITY OF HEALTHY CARIBOU FOR GENERATIONS TO COME.

CARIBOU NEED US TO UNITE FOR THEIR SURVIVAL

We gather with one
voice to learn and
work together for our
people and our caribou
now and forever.

17

PRE-DAY 2
DISCUSSION

DO WE
UNDERSTAND THE
ISSUES AROUND
THE WILDLIFE
ACT?

WILLING TO
WORK WITH
WILDLIFE COMMITTEE
/ BOARD

MLAs WILL
DISCUSS IN
OCTOBER & GO
TO 3RD READING

CONSULTATIONS
WERE DONE ON
THE ACT.

A DOCUMENT
IN PLAIN
LANGUAGE WILL
BE DEVELOPED

WILDLIFE ACT
SETS OUT THE
TOOLS BUT NOTHING
THERE FOR SPECIFICALLY
CARIBOU.

ENR WILLING
TO SHARE IDEAS
& EXPLAIN TO
COMMUNITIES
UPON REQUEST.

NEED TO
SOLVE ISSUES AT
LOCAL LEVEL
eg. COMMUNITY
LEVEL
→ waste

COULD ENR
EXPLAIN HOW
ACT FEEDS IN
TO THIS PROCESS/
MECHANISM?

MLAs NEED
TO BE CONTACTED
TO SHARE ANY
ISSUES - ACT

AGREE

ENR AGREES TO
EXPLAIN WILDLIFE
ACT TO COMMUNITIES UPON
REQUEST & TO THE "MECHANISM"

WE NEED TO
TALK ABOUT
WILDLIFE ACT
TODAY.

AGREE

TO WORK ON UNDERSTANDING
THE MECHANISM.
→ FOLLOW PLAN FOR
THE DAY

NEEDS TO
BE BETTER
COMMUNICATION
WITH ENR &
COMMUNITIES.

18

AGREE

WE DON'T MANAGE THE ANIMAL, CARIBOU, BUT NEED A MECHANISM TO MANAGE THE PEOPLE AND THEIR ACTIVITIES REGARDING CARIBOU AND CARIBOU HABITAT.

AGREE

NEED TO INTEGRATE TRADITIONAL KNOWLEDGE AND OTHER FORMS OF KNOWLEDGE EFFECTIVELY.

AGREE

THE MANAGEMENT OF THE BATHURST CARIBOU HERD IS COMPLICATED AS THE HERD CROSSES MANY TRADITIONAL LANDS AND GOVERNMENT BORDERS.

AGREE

NEED TO UNDERSTAND THE VARIOUS PERSPECTIVES OF CARIBOU ACROSS ALL GROUPS AND WORK TOWARD A COMMON RESPECT

AGREE

TO AVOID THE TRAGEDY OF THE COMMONS AND ENSURE A HEALTHY CARIBOU HERD FOR FUTURE GENERATIONS, WE ALL MUST WORK TOGETHER.

AGREE

THERE IS NO EXISTING MECHANISM (e.g. TEAM) THAT BRINGS ALL THE NECESSARY INTERESTS TOGETHER TO UNDERSTAND & ADDRESS THE KEY ISSUES FACING THE MGMT. OF THE BATHURST CARIBOU HERD.

AGREE

LANGUAGE OF DOCUMENTS SHOULD BE EASILY UNDERSTOOD BY ALL.

AGREE

THERE NEEDS TO BE EFFECTIVE FOLLOW-UP AFTER SUCH WORKSHOPS TO INCREASE COMMUNICATION, GAIN BROADER SUPPORT AND ENSURE ACTION.

19

CREATE THE MECHANISM THAT CAN ALLOW FOR A UNITED VOICE TO WORK AND LEARN TOGETHER FOR THE MGMT. OF THE BATHURST CARIBOU HERD.

NEED TO UNDERSTAND THE FUNCTION OF THE MECHANISM (e.g. TEAM)

WHAT SHOULD THIS MECHANISM (e.g. TEAM) DO?

WHAT SHOULD THIS MECHANISM (e.g. TEAM) NOT DO?

WHAT SKILLS ARE NEEDED TO ACHIEVE THESE FUNCTIONS?

WHAT ROLES AND RESPONSIBILITIES SHOULD INDIVIDUALS HAVE AS A MEMBER OF THIS MECHANISM (e.g. TEAM)?

WHAT SHOULD AN INDIVIDUAL DO AS A MEMBER OF THIS MECHANISM (e.g. TEAM)?

WHAT SHOULD AN INDIVIDUAL NOT DO AS A MEMBER OF THIS MECHANISM (e.g. TEAM)?

~~DO~~ DO WE WORK TOGETHER IN TIMES OF GOOD AS WELL AS BAD?

YES, PROACTIVE IF WE WORK IN TIMES OF GOOD & BAD.

HAVE TO LOOK AFTER THEM BEFORE SPECIES AT RISK.

DO WE TRUST EACH OTHER?

ENSURE EFFECTIVE FOLLOW-UP CAN OCCUR AFTER THIS WORKSHOP.

WHAT ARE THE KEY MESSAGES TO SHARE FROM THIS WORKSHOP?

WHEN DO WE ENSURE THESE MESSAGES ARE SHARED?

WHAT STOPS THIS FOLLOW-UP FROM PAST EXERCISES?

WHOM DO WE SHARE MESSAGES WITH?
→ CAN WE DO IT?

HOW DO WE SHARE THESE MESSAGES?

20

WHAT SHOULD THIS
MECHANISM (eg. TEAM)
DO?

NEED TO
DO THINGS
TODAY

PLAN

The group should
develop a plan/document
to bind + Regulators to
decision made by the
group.

Develop long
term plan

HEALTHY
ANIMALS → GOAL

HARVEST PLAN
PART OF LONG-
TERM PLAN.

MUST DO
HARVEST PLAN
ON A REGULAR
BASIS

INCREASE Communication *
w/ Communities + *
community perspectives to Gov

Report back to
local groups

Communicate local
processes to other
groups.

FORUM FOR
LOCAL GROUPS

NOT IN
CONFLICT WITH
COMM. AT LOCAL
LEVEL
(yellow cards)

Discuss
Harvesting Plans
(seasonal)

FORUM FOR
DISCUSSION

INTER/
INTRA
COMMUNICATION

COMMUNICATION
among all groups

③ Should meet regularly.
All members. At least
twice a year. (Minimum)
- Workshops periodically or NB

IMPROVE INTER-
DEPARTMENTAL
COMMUNICATIONS

INTER DEPARTMENTAL
COMMUNICATIONS

HAVE WORKING GROUP
COMMUNICATE REGULAR
UPDATES ON PROGRESS.

Build trust
among members

ADVOCATE
for the 'bou!

①

LOCAL
COMMUNICATION

AGREE
FUNCTIONS

21

KNOWLEDGE
LEARNING

② Should Direct required
research (Science + TK) into
changes in caribou
Elders know this

Discuss Herd
Status

Bring all forms
of info to the table

③ USE INFO ALREADY THERE
(ENR DATA)
ENSURE ACTION IS
TAKEN.
Accountability.

③ BRING ALL TK & Previous
Recommendations together
& build on / implement them

Provide Guidance on ④
TK + Science Research

LEARN FROM
OTHER HERDS TO
HELP WITH BATHURST.

EDUCATION
OUTREACH

Public Education
(about land, hunting practices,
wastage)

ADVOCATING
ABOUT WASTAGE
BUT DON'T DEAL
WITH IT AT LOCAL
LEVEL

Advocate for traditional
values in Education
system

AGREE
FUNCTIONS

22

RECOMMENDATIONS

① - Would be involved meaningfully with the development/changes of/to jurisdictional wildlife Acts.

ENR TO WORK WITH THE SMALLER WORKING GROUP WHEN DRAFTING AND GROUPING RECOMMENDATIONS.

MAKE ENFORCEABLE *
Recommendations *
- MAKE Gov. Listen.

TO WHOM?
ABOUT WHAT?

OVERARCHING
GOAL → COORDINATING
CARIBOU INFO.

AGREE
FUNCTION

LAND-
USE
ACTIVITIES.

PROVIDE INPUT
ON REGULATORY PROCESS
- voice for the 'bov.

RESPONDS
TO ENV. ASSESSMENT
ISSUES

Raise concerns
about land use
activities

⑤ Address scientific
studies, IQ studies, and
is integral with the land
use permitting process.

Work with developers
so caribou are taken
care of.

23

FOCUS

WHAT SHOULD THIS
MECHANISM (eg. TEAM)
NOT DO?

① - doesn't focus on
other caribou Herd Issues
Just on Bathurst.

SHOULDN'T
DROP THE BALL!

Focus. Including
information/learning
from other herds

BUT DON'T
MANAGE OTHER
HERDS

② Does not focus on
other species that
are not connected to
caribou Health

HARVESTING
IS
IN PLAN

④ Should not be left
out of Harvesting
allocation issues.

POLITICS

LEAVE POLITICS
AT THE DOOR

③ Should not be driven
by Politics. Just by
the maintenance of a healthy
caribou population

AGREE

WE'RE TALKING
ABOUT LAND CLAIMS,
BUREAUCRATIC
THINGS
KEEP FOCUS ON
CARIBOU

24

Deal with local
issues (eg wastage)

LOCAL
ISSUES.

ENR + wildlife
committee should work
together at local level

Not the
bigger picture
"team"

Monitor local
harvesting

Doesn't
interfere with
local monitoring

AGREE

25

WHAT SKILLS ARE
NEEDED TO ACHIEVE
THESE FUNCTIONS?

RESPECT

Respect / honesty

④ Members should sit
as equals / An equal
voice. ~~the~~ The group should
rule by consensus

SCIENCE

Western science
knowledge

INDEPENDENT
BIOLOGIST

INFLUENCE
AUTHORITY

③ Government Members
must have influence
within their Gov.

People with Delegated
Authority to make
decisions.? Recommendations

Ind w/ Regulatory
Expertise

CONNECTION

Connecting Team
to local community

② Community Members
Have to be Influenced
within their Communities

26

Traditional Knowledge Holders - Elders

TK

REPRESENTATIVENESS

ON THE LAND (TK KNOWLEDGE holder)

⑤ All Member organization should have a cultural / Historical / MGT connection to the Herd.

When ~~the~~ Outsiders are either part of a team or not?

Should we include outsiders? Leave open-ended.

May be another way to deal with it.

Outsiders fit under types of knowledge.

Commercial hunters mean money.

Conflict of interest difficult. Different values / respect for caribou.

Might be mechanisms of involvement without being a member.

Guides ~~to~~ have TK most of.

Need to operate in public interest. Same as gov't.

④ - Everyone Has to be represented. Members need to be chosen based on this principle.

COMMUNICATION

Can be invited in to discuss the issue & welcomed in Nunavut.

③ Should be representative of all wildlife Boards a jurisdiction wide, including representatives of the jurisdictions.

Communication

- Verbal
- Writing
- listening

wildlife board/committee member

Communication Skills

Resident hunters - should they be there?

Involve Nunavut + ①

NWT together ②

⑤ Members must be selected by the Boards themselves.

AGREE TO DISCUSS ISSUE IN DETAIL AT A LATER TIME

27

① - Good Communication, and an understanding of Caribou issues.

SMALLER
GROUPS
WITHIN TEAM
TACKLE TASKS.

HAVE SMALLER
WORKING GROUP TO
WORK AND FOLLOW-UP
WITH ENR

ENSURE
CONSISTENT MESSAGES
FROM ~~THE~~ WORKSHOPS
TO THIS TEAM

NEED TO
ADDRESS "LOSS"
OF INFORMATION
TO NEXT LEVEL

WE SHOULD
TALK ABOUT
TRUST.

THE DRAFTERS OF (ENR)
DOCUMENTS / ~~RECOMMENDATIONS~~
SHOULD NOT GROUP SIMILAR
RECOMMENDATIONS WITHOUT
SUPPORT OF WORKING GROUP.

28

WHAT RESULTS IN LOSS OF TRUST?

① Revolving Door
Membership.

Lying

② Poor communication
False statements, Lying

Not communicating
(holding back info)

③ Blindsiding. Discovers
behind members backs.
- No Backroom Deals -
or Discussions.

Hidden Agendas

④ Conflict of
Interest.

Being
Dismissive

29

Stealing

Inconsistency

Not following thru on commitments

3 YEAR BAN ON HUNTING. NOW IT'S LONGER THAN THIS TIMEFRAME.

GOVT ACTS IN TWO DIFFERENT MANNERS

- 1) POLITICALLY
- 2) OPERATIONALLY

Lack of Followup

- Communication
- Leadership

Government

In-action from unwilling to follow direction

REGULATORY AMENDMENTS

IE. - GUN LAW

- TRAPPING (HUMAN TRAPS)
- WOOD CUTTING PERMIT

GOVT NOT RESPECTING TREATY: ABORIGINAL RIGHTS.

30

Inadvertent

Misunderstandings
- not checking in.

Intimidation

WHAT MUST BE
DONE TO GAIN/
KEEP TRUST?

Respect

① Mutual Respect

- Members are chosen because of the respect they have earned.

② Working together for a common cause

Work to understand
Each other

Making others
feel safe

Commitment

- ### ③ A Long-term relationship can build respect.
- membership continuity
is critical.

Working together
continued communication

Be engaged
(Show Up!)

Time Spent
(working together)

Listening

④ - Meaningful Communication

"Did you really listen
and consider new ideas"

DEMONSTRATE HOW
RECOMMENDATIONS
HAVE BEEN TAKEN INTO
CONSIDERATION WHEN
DEVELOPING PLANS.

Communication

31

⑤ Honesty + Transparency

DO WHAT YOU SAY.

Tell the Truth

Sharing

Admitting you don't know everything

Honesty

PROVIDE FEEDBACK
IN TIMELY MANNER.

Accountability

- Following Through

^{+ open mind}

Openness

(to ideas, influences etc)

Being willing to try/think something new (and scary)

Remember we are all people

WHAT ARE THE
MAIN MESSAGES TO
COMMUNICATE FROM
OUR WORKSHOP?

We're finally going
to start managing
People to protect caribou

FOLLOW THROUGH TO
GET OVER THE HUMP
BREAKING THROUGH THE
DAM

Take Action

Follow up from this meeting

We need support from
all groups - \$, moral,
involvement, commitment

COMMITMENT

⑤ We are out of
Time! Only serious
commitment can carry
us to victory!!!

③ We need to use
a consensus based
approach. We must
resolve trivial differences
to move forward.

We all have a common
goal - healthy caribou

ALL AGREE THAT THE
CARIBOU IS IMPORTANT
TO PRESERVE.

33

We agreed we have
to work together

① We need a united
voice, together we
are strong, ~~and~~ divided
we are weak.

Work Together

More Communication

We need a "working
group" to move forward.

② We need a team
to carry the collective
knowledge forward to
Decision Makers.

COMMUNICATION IS
CENTRAL TO OVERALL
KNOWLEDGE TRANSFER

MUTUAL RESPECT FOR
EACH INDIVIDUALS
KNOWLEDGE WHETHER IT'S
T.K. OR SCIENTIFIC
ONE LENDS TO THE OTHER

④ We need to insure
that both T&IQ and
science are integrated.

Share information

Bring T.K.

+
Science together

WHAT ARE THE
NEXT STEPS?

→ FOLLOW-UP

OUR RESULTS FROM
OUR WORKSHOP WILL
BE GIVEN TO EVERY
PARTICIPANT WITHIN
2 WEEKS. (Alistair & John)

EACH PARTICIPANT
READS & AGREES/
PROVIDES FEEDBACK
TO ALISTAIR BY OCT. 31ST

ALISTAIR - MID NOV.
SENDS FINAL VERSION
TO EVERYONE
(John)

WE INDIVIDUALLY
NEED TO SHARE THESE
RESULTS WITH OUR
OWN CONSTITUENTS

WHAT DOES
IT MEAN?

JAN. 31ST

- COMMUNICATION DONE
- MESSAGE SENT TO
John → what are issues
if any.

WE NEED TO MEET
AGAIN TO HEAR
FEEDBACK & ADDRESS
ANY ARISING ISSUES.
DISCUSSION

Kerri,
John & Lynda
are going to think about
this & have an answer
based on Jan. 31st
feedback.

WE NEED TO
COMMUNICATE RESULTS
TO MISSING PARTNERS.

John & Mitch (Nunavut) Figure
this out by within 1 month.

35