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EYYOU MARINE REGION WILDLIFE BOARD
CONSEIL DE GESTION DES RESSOURCES
FAUNIQUES DE LA RÉGION MARINE D'EYYOU
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2018-2019 FY Annual Activity Report

Eeyou Marine Region Wildlife Board

Submitted To: Crown-Indigenous Relations and Northern Affairs Canada

July 2019

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1. ACRONYMS

BNL.....	Basic Needs Level
BSC.....	Bird Studies Canada
CIRNAC.....	Crown Indigenous Relations and Northern Affairs Canada
CNG.....	Cree Nation Government
COSEWIC.....	Committee on the Status of Endangered Wildlife in Canada
COTA.....	Cree Outfitting and Tourism Association
CTA.....	Cree Trappers Association
EMR.....	Eeyou Marine Region
EMRIRB.....	Eeyou Marine Region Impact Review Board
EMRLCA.....	Eeyou Marine Region Land Claims Agreement
EMRPC.....	Eeyou Marine Region Planning Commission
EMRWB.....	Eeyou Marine Region Wildlife Board
IPG.....	Institution of Public Government
HFTCC.....	Hunting, Fishing, and Trapping Coordinating Committee
HR.....	Human Resources
GN.....	Government of Nunavut
NMRWB.....	Nunavik Marine Region Wildlife Board
NQL.....	Non-quota Limitation
NWMB.....	Nunavut Wildlife Management Board
TAT.....	Total Allowable Take
TEK.....	Traditional Ecological Knowledge
SAR.....	Species at Risk
SHB.....	Southern Hudson Bay

2. INTRODUCTION

This annual activity report of the Eeyou Marine Region Wildlife Board (EMRWB) covers the period from April 1, 2018, to March 31, 2019 (subsequently referred to as FY 2018-19). This report outlines the activities as well as the revenue and expenditures of the EMRWB during this period, in fulfillment of its mandate as set out in the *Eeyou Marine Region Land Claims Agreement* (EMRLCA).

3. MANDATE, FUNCTIONS AND PRIMARY RESPONSIBILITIES

The Eeyou Marine Region Wildlife Board (EMRWB) is an Institution of Public Government (IPG) established under the *Eeyou Marine Region Land Claims Agreement* (EMRLCA); an agreement between the James Bay Cree of Quebec, Government of Canada, and the Government of Nunavut, for the islands and resources within eastern James Bay and portions of southeastern Hudson Bay, a region known as the Eeyou Marine Region (EMR). As set forth under Chapter 13 of the *Agreement*, the EMRWB shall be the main instrument of Wildlife management in the EMR and the main regulator of access to Wildlife. Accordingly, the primary functions of the EMRWB include:

- Establishing, modifying, or removing levels of Total Allowable Take (TAT) for a species, stock, or population of Wildlife;
- Ascertaining and adjusting the Basic Needs Level (BNL) for a species, stock, or population of Wildlife;
- Establishing, modifying, or removing Non-quota Limitations (NQL);
- Participating in research;
- Cooperating with other Wildlife management institutions which deal with species that are harvested in the EMR;
- Providing advice to any other management institutions as requested on all matters relating to management, conservation, protection, and regulation of Wildlife and Wildlife habitat.

In addition to its primary functions, the EMRWB may perform discretionary functions, including:

- Approve the establishment, disestablishment, or changes to boundaries of Protected Areas and Marine Protected Areas (except for National Parks, National Parks Reserves, National Marine Conservation Areas, National Marine Conservation Area Reserves, or Territorial Parks);

- Identify Wildlife management zones and provide recommendations to the EMR Planning Commission (EMRPC) with respect to planning in those areas;
- Approve plans for management and protection of Wildlife species or population of Wildlife and Wildlife habitats or critical habitats including areas within Protected Areas;
- Approve designation of species at risk (SAR).

Further to these functions, the EMRWB is responsible for identifying research requirements and deficiencies pertinent to Wildlife Management and the rational utilization of Wildlife resources, and for promoting and encouraging research aimed at meeting requirements and overcoming deficiencies. The EMRWB is responsible for the management and administration of a five (5) million-dollar Research Fund.

Finally, in accordance with section 12.6 of the EMRLCA, the EMRWB shall provide funding to the local Cree Trappers Association (CTA) to enable the CTA to fulfill the powers and functions of the CTA in the EMR set forth under section 12.1 of the *Agreement*.

4. BOARD MEMBERSHIP

The EMRWB consists of seven members, including the Chairperson. Three (3) members are appointed by the Grand Council of the Cree of Eeyou Istchee (GCCEI) ; one (1) member is appointed by the federal Minister responsible for fish and marine mammals (DFO¹); one (1) member is appointed by the federal Minister responsible for the Canadian Wildlife Service (ECCC²); one (1) member is appointed by the Minister responsible for wildlife under the Government of Nunavut (GN). The Chairperson is nominated by the EMRWB members and is appointed by the federal Minister responsible for fish and marine mammals in consultation with the federal Minister responsible for the Canadian Wildlife Service and jointly with the Minister of Wildlife of the Government of Nunavut.

During a significant portion of FY 2018-19, the EMRWB faced challenges of quorum as a result of temporary leave of several board members, and chronic appointment vacancies. Aurélie-Bourbeau-Lemieux returned to EMRWB duties on October 10, 2018 after a 14-month extended maternity leave.

¹ Fisheries and Oceans Canada

² Environment and Climate Change Canada

Members Fred Tomatuk and Piita (Peter) Kattuk required periodic medical leaves between December 2018 to March 31, 2019. On March 13, 2019, the GCCEI appointed Robbie Tapiatic until December 7, 2020 as a replacement for the remainder of Gordon Blackned’s term, which was left vacant when Gordon was appointed as Chairperson in 2018. On February 8, 2019, notice was received that the federal Minister responsible for fish and marine mammals had appointed G. Daniel Caron to the Board. The DFO appointment had been vacant since August 2015. With the two new appointments, the EMRWB membership is complete for the first time in nearly three years, as presented in Table 1.

Table 1. EMRWB Membership as of March 31st 2019

Nomination party	Position	Incumbent	Length of term	End of term
DFO ³ /ECCC ⁴ /GN ⁵	Chairperson	Gordon Blackned	4 years	June 20, 2022
ECCC	Vice-Chairperson	Claude Saint-Charles	4 years	March 22, 2020
GCC(EI)	Member	Aurelie Bourbeau-Lemieux	4 years	August 2, 2021
GCC(EI)	Member	Fred Tomatuk	4 years	September 10, 2021
GCC(EI)	Member	Robbie Tapiatic	2 years	December 12, 2020
DFO	Member	G.Daniel Caron	4 years	February 5, 2023
GN	Member	Piita Kattuk	4 years	June 23, 2020

5. BOARD MEETINGS

According to the EMRLCA (section 14.2.3), the Board "shall meet at least twice a year, and may meet as often as it deems fit". During FY 2018-19, the EMRWB held five (5) regular meetings, and three (3) special meetings (Table 2). The special meeting held in April was convened to discuss issues related to the CTA-EMR external review. The special meeting held in May 2018 was related to the hiring of the new Wildlife Management Director. The special meeting held in March 2019 was convened to make an amendment to a Resolution passed at the March regular meeting.

Additionally, the Executive Committee met twice in person.

³ Fisheries and Oceans Canada

⁴ Environment and Climate Change Canada

⁵ Government of Nunavut

Table 2. EMRWB 2018-2019 Meeting Dates and Locations

MEETING TYPE	DATE	LOCATION
Special Board meeting	April 11, 2018	Conference Call
Special Board meeting	May 24, 2018	Conference Call
Executive Committee Meeting	July 16-17, 2018	Montreal
Regular Board meeting	July 31-August 2, 2018	Waskaganish
Regular Board meeting	September 27 , 2018	Conference Call
Regular Board meeting	October 25, 2018	Conference Call
Executive Committee Meeting	November 14-16, 2018	Waskaganish
Regular Board meeting	January 15-17, 2019	Montreal
Regular Board meeting	March 13, 2019	Waskaganish
Special Board meeting	March 22, 2019	Conference Call

6. STAFFING & PERFORMANCE EVALUATION

FY 2018-19 was subject to significant EMRWB staffing changes and vacancies. Felix Boulanger continued into the new FY as Interim Wildlife Management Director until the position was filled in July 2018 (Mr. Boulanger was appointed as Interim Director in December 2017).

During the time that Mr. Boulanger acted as Interim Director, a four-month contract (March 2018 – July 2018) was offered to Bruno Pare through the consultant Waska Resources in order to temporarily fulfill the duties of the Wildlife Liaison Officer position.

Candidates for the position of Wildlife Management Director were screened on April 16, 2018 and interviewed on May 15, 2018 (the position was advertised for a second time in February 2018). Angela Coxon was offered the position of Wildlife Management Director on May 22, 2018 and started in her new role in Waskaganish on July 9, 2018.

At the end of July 2018, Felix Boulanger returned to his original role of Wildlife Liaison Officer. However, this position was re-evaluated and subsequently reclassified to the new position of Wildlife Management

Biologist to better represent the actual duties reflected in the day-to-day work performed in this role. The reclassification of the position was effective October 16, 2018.

The EMRWB has an Agreement with the Eeyou Marine Region Planning Commission (EMRPC) and the Eeyou Marine Region Impact Review Board (EMRIRB) to share administrative staff. The three EMR entities share an Administrative Assistant and an Accounting Administrator.

In FY 2018-2019, Crystal Brien accepted an 11-month contract to replace Priscillia Wesley as the Administrative Assistant during Priscillia's maternity leave (January 2018 to January 2019). Ms. Brien faced several disciplinary warnings due to poor job performance and chronic poor attendance, and ultimately resigned from the position for personal reasons on September 11, 2018. Doris Pomerleau was hired on October 1, 2018 to complete the remainder of Crystal's contract. Priscillia returned to work from maternity to resume her role as Administrative Assistant on January 7, 2019.

Laurianne Iserhoff resigned from her role as the Accounting Administrator on July 16, 2018. The position was advertised at the end of July 2018, and candidates were interviewed on September 7, 2018. Susan Moses was offered the position of Accounting Administrator and began her role on October 15, 2018. However, despite a successful probationary period, Ms. Moses resigned on February 8, 2019 for personal reasons. The position was advertised again in February 2019 and then posted a second time.

Due to turnover in all staff positions, performance evaluations were not conducted in FY 2018-2019.

7. ACTIVITY REPORTING

a. Annual Activity Report 2017-2018

Due to staffing changes, the EMRWB Annual Activity Report and Financial Variance Report for 2017-2018 was prepared during July 2018, approved by the Board on September 27, 2018 and finally submitted to CIRNAC on October 1, 2018.

b. Midterm Activity Report 2018-2019

The EMRWB Midterm Activity Report for 2018-2019 was drafted on November 5, 2018 and reviewed by the Executive Committee on November 15, 2018. As a result of several postponed meetings of the EMRWB due to lack of quorum, the report was not approved by the Board until January 15, 2019. The Midterm Activity Report was finally submitted to CIRNAC on January 16, 2019.

c. Annual Workplan and Budget for 2019-2020

The Annual Workplan and Budget for FY 2019-2020 was drafted in March 2019. However, as a result of several postponed meetings of the EMRWB due to lack of quorum, the documents were not approved by the Board and subsequently submitted to CIRNAC until April and May, respectively, of FY 2019-2020.

d. Internal reporting

Periodic briefing notes on certain topics are provided to the Board members by email in-between regular meetings for information purposes. At the request of the Board, the Wildlife Management Director began to submit weekly updates to the Board on a trial basis starting on January 21, 2019. The frequency of these updates will be determined and potentially adjusted at the beginning of FY 2019-2020.

8. WEBSITE AND COMMUNICATION

Significant website development was postponed to FY 2019-2020 due to a lack of staffing capacity. However, a bird observation database and map were added to the website in October 2018. News updates were added to the site to inform the public on planned activities. The EMRWB website can be viewed here: <https://www.eeyoumarineregion.ca/wildlife-board/>. Development of the website is ongoing. Members of the public were also kept informed of EMRWB activities and news through the EMR Facebook Page, which can be viewed here: https://www.facebook.com/Eeyou-Marine-Region-469256119875952/?eid=ARDH_L2q6KFjSZefuRhwb2U_CiRjrL1Fg0C2gp-vgyqUoqnEQ9KZrxvsoqLd8g_sWsE4JuWCq9ukLQv

9. DOCUMENT MANAGEMENT SYSTEM

The EMRWB is exploring the various applications offered by Microsoft Office 365 as a potential solution to not only store, share and manage its files and data, but also to improve efficiency and teamwork. All data has been transferred to the “cloud” to ensure long-term storage and increase virtual security. A consultant provided initial technical support and training to staff early in the year. Training was tentatively scheduled in late 2018 for board members, however, due to low EMRWB membership and lack of meeting quorum, training for board members and new staff has been postponed to FY 2019-2020. The implementation of the document management system is also being undertaken collaboratively with the EMRPC and EMRIRB.

10. GEOGRAPHIC INFORMATION SYSTEM AND OPEN FILE SYSTEM

The function of the EMRWB requires the use and production of geographic data and material. Additionally, the Board is required to establish and maintain an open file system for all raw and interpreted wildlife data and information as stipulated in the EMRLCA (Chapter 13.3.3 a). In FY 2018-2019, a set of topographic maps including a map with Cree toponyms and a map of fishing activities in the EMR were produced in September 2018. An interactive website application was also created on the EMRWB website in October of 2018 to display bird observation data collected during the bird surveys conducted by the EMRWB in Boatswain Bay in June and August 2017, and also from previous surveys that were organized by Nature Canada and the CNG. Members of the public can also use this application to submit their own bird observations.

11. RELATIONSHIP BUILDING

Under the provisions of subsection 13.2.1 of the EMRLCA, one of the aspects of the mandate of the EMRWB is “cooperating with other wildlife management institutions which deal with species that are harvested in the EMR and migrate outside the EMR” (paragraph h). In furtherance of these obligations, several presentations were given by the EMRWB to relevant stakeholders during FY 2018-19, and EMRWB participation in relevant conferences provided opportunities for professional relationship building and networking.

The Grand Opening of the EMR Office in Waskaganish was held on May 30, 2018 (Figures 1 to 3). The EMRPC/EMRIRB Director, Interim EMRWB Director, and EMR staff organized the event, in collaboration with the office of the Grand Chief. Several board members and Commissioners from each of the three EMR boards were present, as well as five representatives from CIRNAC. Grand Chief Abel Bosum, Deputy Grand Chief Mandy Gull, Chief of the Cree Nation of Waskaganish Darlene Cheechoo, as well as the Chairpersons from the three EMR entities gave inaugural addresses and proceeded with the ribbon cutting ceremony. The event was considered a great success, with a higher turnout than expected. It was followed by a community feast at the Rupert Hall. The Grand Opening provided an excellent public relations opportunity and it helped to notify and reinforce the presence of the EMR in Waskaganish. Many representatives from the CTA, Band Council and other local and regional entities had a chance to visit the building space and meet with the staff and EMR Board members.



Figure 1. Ribbon-cutting ceremony for the Grand Opening of the EMR Office in Waskaganish, May 30, 2018.



Figure 2. Grand opening ceremony of the EMR Office in Waskaganish on May 30, 2018. From L to R: Grand Chief Abel Bosum, Isaac Masty (EMRIRB Chairperson), Tina Petawabano (EMRPC Chairperson), Gordon Blackned (EMRWB Chairperson) and Deputy Grand Chief Mandy Gull.



Figure 3. Attendance of the EMR office grand opening ceremony in Waskaganish, May 30, 2018.

The Grand Opening Ceremony also provided an opportunity for the three EMR boards to hold a joint meeting. The Wildlife Management Director presented an update on EMRWB activities at the February EMRPC board meeting in Waskaganish, and in an effort to improve communications and joint planning, the three EMR boards commenced with monthly planning meetings beginning in February.

The EMRWB participated in two CTA functions held in FY 2018-2019. In August, the EMRWB Chairperson presented at the CTA AGA held in Mistissini. A presentation was given by the Wildlife Management Director at the Annual General Assembly (AGA) of the local CTA in Waskaganish in March 2019. Both presentations outlined the Board's roles and responsibilities for implementing the EMRLCA, and also focused on recent and planned activities.

The EMRWB also participated in several workshops and conferences in FY 2018-2019. In December, the Wildlife Management Director and Biologist attended the annual ArcticNet conference held in Ottawa. Between attending session presentations, the staffing of an EMR information booth was shared with Brendan O'Donnell from the EMRIRB (Figure 4).

In January of 2019, EMRWB Claude Saint-Charles attended a two-day Eelgrass Symposium hosted by Niskamoon in Chisasibi, while the EMRWB Biologist attended a two-day Eastern Hudson/James Bay Regional Roundtable hosted by the Hudson Bay Consortium. Both events provided important networking connections, and a valuable opportunity to stay abreast of current and planned research activities in the EMR which fall inline with the mandate and research interests of the EMRWB.

The Consolidated Agreement Relating to the Cree/Inuit Offshore Overlapping Interests Area between the Crees of Eeyou Istchee and the Nunavik Inuit (hereinafter referred to simply as "the Overlap Agreement") identifies three zones in the overlap area (i.e. the Joint Inuit/Cree Zone, the Inuit Zone and the Cree Zone). For each of these three zones, a unique wildlife management process is provided in the Overlap Agreement, as well as the EMRLCA and the Nunavik Inuit Land Claims Agreement (NILCA). The Board continues to collaborate with the Nunavik Marine Region Wildlife Board to develop processes and mechanisms necessary to ensure a sound and efficient Wildlife Management Regime between the Inuit and Cree entities. In June 2018, the Interim Wildlife Management Director and the EMRWB Chairperson attended a regular board meeting of the Nunavik Marine Region Wildlife Board, held in Radisson, QC.



Figure 4. EMR information booth at the ArcticNet Conference held in Ottawa in December 2018. Staffed by: (L to R) Felix Boulanger (EMRWB Wildlife Management Biologist), Pailin Chua-oon Rinfret (EMRIRB Director), and Brendan O'Donnell (EMRIRB Member).

A second printing of the EMRLCA was ordered in December, and distributed to all five EMR communities in March 2019.

The EMRWB Interim Director was invited to two information sessions on the Oceans Protection Plan, held in Montreal (April 13, 2018) and in Quebec City (June 12-13, 2018). The Oceans Protection Plan is an initiative from Transport Canada, but it also involves Natural Resources Canada, Environment and Climate Change Canada, Fisheries and Oceans Canada and Canadian Coast Guards. The meeting in Montreal focused on introducing the program and identifying funding opportunities for the CNG and the EMR, through the “Arctic Hub”, which aims at providing an efficient and consistent communication on initiatives in the Arctic. The meeting in Quebec City was an engagement session with indigenous communities from across the province. This session proved to be a good networking activity, as it provided an opportunity to introduce the EMRWB to representatives of many First Nations across Quebec.

And finally, in November 2018, the Wildlife Management Biologist attended a Climate Change Regional Forum. This event was organized by the CNG and held in Eastmain, QC. Many representatives from various governments, institutions, and Eeyou Istchee communities and groups attended. The Forum consisted of presentations and themed roundtables led by facilitators with the objective of identifying priority issues and actions for each theme (e.g. subsistence harvesting, environmental impacts, research and monitoring). The presence of the EMRWB at the event was useful in terms of networking, as it not only provided exposure of the Board to Eeyou Istchee, but the opportunity provided insight on which environmental issues were priority for area residents and stakeholders.

12. CONSULTATIONS ON RESEARCH PRIORITIES

In order to determine potential research priorities and develop a relevant communication strategy, a consultation tour of the five coastal communities of the EMR has been ongoing since FY 2016-2017. The consultation process was completed in the communities of Waskaganish, Whapmagoostui, and Wemindji in FY 2016-2017, but the consultations in Eastmain and Chisasibi were postponed due to staff turnover. Consultation was completed in the two remaining communities of Eastmain and Chisasibi in July and September 2018, respectively, in conjunction with the EMR Planning Commission Land Use consultations. Due to the overall lengthy consultation process, the EMRWB felt it appropriate to advertise a final call for comments from the public to identify any additional potential research priorities. This decision was made at the EMRWB regular meeting in January 2019. Available publication dates of the Cree Hunter and Trapper Magazine were not available until June 2019. As such, the final call for comments will occur in FY 2019-2020, as will plans for the production of a consultation report which will be shared amongst the stakeholders and serve as the basis to determine the funding of research activities.

13. CREE TRAPPERS' ASSOCIATION

The EMRLCA specifies, under section 12.6, that funding shall be provided by the EMRWB to the Cree Trappers' Association (CTA) in order to carry out the powers and functions as set out in Chapter 12, with respect to wildlife management and harvesting practices in the EMR.

Late in the previous fiscal year, the EMRWB and the CTA held an Executive Meeting in Waskaganish to discuss issues related to the implementation and funding of the CTA-EMR functions. The EMRWB identified a need to improve CTA comprehension of the respective mandate and responsibilities under the EMRLCA to allow better collaboration and efficiency.

In a special meeting held by the EMRWB on April 11, 2018, the Board approved a motion to hire a consultant to conduct a review of the CTA as a means to address a lack of progress on the implementation and funding of the CTA-EMR functions. The CTA did not support the review, and the EMRWB and CTA held an Executive meeting in July 17, 2018 to discuss how to proceed on the matter. It was agreed upon by both entities to cancel the CTA review, and return to the original plan to conduct another EMRWB-CTA Strategic Planning Workshop. The workshop had been originally planned for the FY 2017-2018 but was postponed for several reasons, including the CTA election and staff restructuring, lack of EMRWB membership, and the resignation of the previous Wildlife Management Director. A working group composed of two (2) EMRWB representatives and two (2) CTA representatives was formed to hire and work with a consultant to plan a workshop that would take place in March 2019.

In the meantime, a new Funding Agreement which set out the terms and conditions related to the transfer of funds to the CTA and the reporting responsibilities of the CTA with respect to its 2018-2019 EMR activities was drafted in October 2018, providing funding to the CTA for the first six months of FY 2018-2019. Adoption of the funding agreement and payment of the remaining six months of funding was contingent on the successful completion of the EMRWB-CTA Strategic Planning Workshop and development of a EMRWB-CTA Collaborative Agreement.

An EMRWB-CTA Strategic Planning Workshop was held in Waskaganish March 13-15, 2019. The workshop had two (2) main objectives: 1) To develop an EMRWB-CTA joint vision for the objectives and implementation of Chapter 12 of the EMRLCA with regards to the functions of the CTA; and 2) to develop a collaborative agreement between the EMRWB and the CTA that would help define duties and plan activities in a consistent manner and through a collaborative approach. Workshop participants were comprised of seven (7) EMRWB members and staff, six (6) CTA members and staff, and one (1) representative from CIRNAC. The workshop was designed and led by Thierry Rodon of Laval University (Figure 5).



Figure 5. EMRWB-CTA Strategic Planning Workshop, held in Waskaganish, QC March 13-15, 2019.

The workshop was considered a success, the highlight of which was the development of a long-overdue EMRWB-CTA Collaborative Agreement. An important component of the Collaborative Agreement was an outline of communication tools and meetings scheduled throughout the year to guide planning efforts between the two entities and to ensure accountability with respect to funding and spending. The Collaborative Agreement was adopted by the EMRWB at the beginning of FY 2019-2020.

Upon the completion of the EMRWB-CTA Strategic Planning Workshop, the EMRWB adopted and signed the 2018-2019 CTA Funding Agreement on March 13, 2019, providing the final six months of funding to the CTA.

14. WILDLIFE MANAGEMENT

a. Establishment of a Total Allowable Take and Non-Quota Limitations for the Beluga

Pursuant to section 30.6 b) of the EMRLCA and section 28.8 of the NILCA, the Board was called upon to collaborate with the NMRWB in the establishment of a Total Allowable Take for beluga whale (Eastern Hudson Bay subpopulation).

In recent years, the EMRWB collaborated with the NMRWB towards the establishment of a Total Allowable Take (TAT) and Non-Quota Limitations (NQLs) for the Eastern Hudson Bay beluga as part of a three-year management regime beginning in February 2017. Written public hearings were conducted by NMRWB in 2016 and 2017 to ensure that TEK was included with the most recent scientific information to be used in the decision-making process. The new management regime was implemented during FY 2017-2018, and the third and last year of the regime started in February 2019. In June of 2018, the EMRWB Interim Wildlife Management Director and EMRWB Chairperson attended a NMRWB meeting, which included a discussion on beluga management. Following the discussion, the EMRWB provided a letter to the NMRWB in support of a pilot project to extend the beluga hunting season.

b. Establishment of a Total Allowable Take and Non-Quota Limitations for the SHB polar bears

Pursuant to section 30.6 b) of the EMRLCA and section 28.8 of the NILCA, the Board was called upon to collaborate with the NMRWB in the establishment of a Total Allowable Take for polar bear (Southern Hudson Bay subpopulation).

The EMRWB has provided input towards the establishment of a Total Allowable Take for polar bear (Southern Hudson Bay subpopulation), in collaboration with the NMRWB and other stakeholders. The EMRWB joined the Technical Working Group, whose goal is to identify and implement new harvest limits based on the results of the current research and the best available TEK. The objective of the working group is to reach a consensus on management objectives, subpopulation status, harvest levels and allocation of the harvest between the jurisdictions. The Technical Working Group was tasked with contracting and working with a population modeler to undertake a harvest risk assessment and to compile a report summarizing the best available Western science and TEK for this subpopulation. The EMRWB Wildlife

Management Biologist participated in several working group teleconference meetings held throughout the year. The harvest risk assessment and Technical Working Group report are nearing completion, with an expected final delivery to the Polar Bear Advisory Committee in August 2019.

c. Quebec Polar Bear Management Plan

EMRWB staff participated in the Polar Bear Working Group, established under the Hunting, Fishing and Trapping Coordinating Committee (HFTCC) and tasked with preparing a draft Polar Bear Management Plan for Quebec. A final draft was completed in December 2017 and submitted to the Quebec government. The approved draft was not ready in time to be submitted to the EMRWB for review by the end of FY 2018-19.

d. EMR Polar Bear Safety Community Workshops

Due to the increasing presence of polar bears in the Eeyou Marine Region and thus the higher risk of human-bear conflict, the EMRWB organized a polar bear safety workshop for the EMR communities with assistance from the CTA. The workshops were held in all five coastal communities of the EMR between March 4 and March 19, 2018. Andy McMullen (BearWISE), a leading expert on the subject, was hired as an instructor and the CTA local officers assisted with the logistics of the workshops, including advertising and contacting potential participants, including coastal tallymen, land users and public safety personnel, and marine captains.

The workshops provided a high-quality training session to about 60 participants in total across the EMR (class size was limited to 20 participants per community). Day one of the workshop included theory on polar bear biology and behaviour, and how to prevent and respond to encounters. Preventive measures and safe use of non-lethal deterrent were also discussed (Figure 6). On the second day, the instructor demonstrated proper use and effectiveness of deterrents on a live fire range, including bear spray, rubber bullets, bangers, crackers, and screamers, with which every participant had the opportunity to practise (Figure 7).



Figure 6: Polar Bear Safety workshop in Waskaganish: the instructor is discussing polar bear biology and behaviour.



Figure 7: Polar Bear Safety workshop in Waskaganish: the participants were given the opportunity to practise various non-lethal deterrent methods.

e. Consultations on the Cree Knowledge on Polar Bear

In collaboration with the CNG and CTA, the EMRWB conducted consultations in Chisasibi in September of 2017, with land users from the coastal communities to collect and document Cree TEK on polar bears. Due to staffing changes, the draft final report has been delayed until 2019. The information collected from the TEK study will be incorporated into the Quebec Polar Bear Management Plan to help facilitate decision-making processes related to the management of the species.

f. Stewardship Workshop

The EMRWB hired a consultant experienced in environmental stewardship (Kathleen Blanchard, Intervale Associates) to help plan and develop a stewardship program for the EMR, in collaboration with the CTA. Environmental Stewardship refers to community-based monitoring and it has existed in some form since time immemorial by the Cree of Eeyou Istchee. The implementation of an actual stewardship program is a key element in monitoring environmental changes in wildlife habitat, abundance, distribution and harvest.

A Stewardship workshop was held in Waskaganish on August 7-8, 2018, with the participation of EMRWB staff and CTA-EMR staff (however, at this time three of the five CTA-EMR officer positions were vacant, resulting in minimal CTA-EMR participation) (Figure 8). This workshop allowed the participants to explore the meaning of stewardship within Cree culture and to identify elements of effective stewardship projects. It also had the objective of developing a logical plan for a potential stewardship project for the EMR. The workshop was successful in increasing knowledge and capacity of the participants, as well as setting goals. The workshop report contained objectives and recommendations to implement a stewardship program well adapted to the Cree cultural and environmental context. A follow-up workshop of the same theme is planned once all of the CTA-EMR officer vacancies have been filled.

g. Species at Risk in the EMR

In order to fulfill its obligations under the EMRLCA, part of the mandate of the EMRWB includes the collection of data on species at risk in the EMR.

Red Knot

Data on the red knot is currently collected in the EMR through the use of four Motus tower units that were installed in the EMR in 2016 and 2017. The Motus Wildlife Tracking System is a research network



Figure 8: Stewardship Workshop Attendance. From L to R: Felix Boulanger (EMRWB Biologist), Sanford Diamond (Interim CTA-EMR Wildlife Liaison Officer), Angela Coxon (EMRWB Wildlife Management Director), John Lameboy (Chisasibi CTA-EMR Officer), George Natawapineskum (Wemindji CTA-EMR Officer) and Kathleen Blanchard (Intervale Associates).

that uses radio telemetry to study movements of migratory birds. The light-weight transmitters attached to the birds emit a radio signal that can be recorded by the hundreds of Motus stations all across the world. The Motus network aims at gaining more knowledge on migratory birds, such as the Red Knot, an endangered shorebird. Many areas in James Bay are critical stopover habitats for the red knot during its migration.

The four towers are located in or around Rupert Bay (Waskaganish, Charlton Island, Boatswain Bay and Constellation Point) (Figure 9). During FY 2018-2019, the data chips were removed in the fall and reinstalled in early summer by CTA-EMR officers. In March 2019, a new Motus tower was installed in Wemindji and a training session on Motus towers installation and maintenance was held in Waskaganish. The training was provided to CTA-EMR staff and was also attended by the EMRWB Biologist.

Yellow Rail

In October 2018, a non-profit organization (FaunENord) requested a small amount of financial assistant and logistical support from the EMRWB and CTA for a project aimed at raising awareness and collecting TEK on yellow rail from the coastal community members of the EMR. The yellow rail is a species at risk that is found only in sedge marsh habitat. In the EMR, two sites are considered especially important for the species: Cabbage Willows and Boatswain Bay. A biologist and wildlife technician from FaunENord travelled to Waskaganish, Eastmain, Wemindji and Chisasibi in November 2018 and met with approximately 25 land users in total. The project was successful in raising awareness of the yellow rail, including how to identify the species and report sightings. A copy of the final report was provided by FaunENord to the EMRWB.



Figure 9: EMR-CTA staff installing the Motus tower in Boatswain Bay.

- h. Literature review on fish stocks

The Board contracted University Laval in 2017 to conduct a review of scientific and grey literature, and of Cree TEK of fish stocks and Cree coastal fisheries within the EMR. The objective of the project was to perform a data gap analysis of the current knowledge regarding fish stocks biology and ecology, and local fishery activities within the EMR and adjacent estuaries. A preliminary report was submitted to and reviewed by the EMRWB at the end of FY 2017-2018, and the final report was completed and submitted to the EMRWB in September 2018.

i. FISHES Project

In May 2018, the EMRWB was approached by the University Laval with a request to support a large-scale genome research project on fish populations found in Eeyou Istchee and north into Nunavik. The overall objective of the project is to apply genomic approaches in subsistence, recreational, and commercial fisheries sectors to address challenges and opportunities related to sustainable exploitation and food security of the Inuit and Cree nations. After further discussion with the proponent and with the CTA, the EMRWB approved a decision to provide financial and in-kind support to the study. The project funding application is to be submitted by Laval University to Genome Canada in April 2019, and if the funding application proves successful, project planning will commence in the Fall of 2019.

j. Committee on the Status of Endangered Wildlife in Canada

The Committee on the Status of Endangered Wildlife in Canada (COSEWIC) consulted with the EMRWB on several species currently under reassessment during FY 2018-19, including cisco and the Hudsonian godwit. In April 2018, the Interim Wildlife Management Director participated in a COSEWIC-led conference call with numerous other wildlife management entities, which provided a review of species threat assessments.

15. WILDLIFE RESEARCH FUND

The EMRLCA provides the EMRWB with a \$ 5 M Research Fund. The Board continued investing the totality of the funds, which are managed by Industrial Alliance. The performance of the fund manager continues to be reviewed by Aon Hewitt. As of March 31, 2019, the market value of the Research Fund has increased from \$ 5,923,000 in FY 2017-2018 to \$ 6,315,704. Development of the Research Fund Administration

Policies and Protocols has been postponed to FY 2019-2020 due to staff turnover and lack of Board Membership.

APPENDIX A – STATEMENTS OF REVENUE AND EXPENDITURES (FY 2018-19)

**Eeyou Marine Region Wildlife Board
Statement of Revenue and Expenditures and
Changes in Net Assets**

For the year ended March 31	2019		2018
	Budget (Unaudited)	Actual	Actual
Contributions			
Indigenous Services Canada	\$ 1,395,568	\$ 1,083,980	\$ 1,074,916
Expedition program	-	-	32,914
	1,395,568	1,083,980	1,107,830
Expenditures			
Salaries and benefits (Note 5)	384,612	346,860	267,118
Cree Trappers' Association	312,605	285,575	225,138
Professional fees	258,827	148,178	251,951
Travel, meals and accommodations	94,034	105,276	136,376
General and administrative (Note 5)	167,874	73,299	89,674
Honorarium fees	171,077	56,428	64,003
Investment management fees	-	31,554	52,543
Cree Trappers' Association strategic planning	-	16,925	-
Amortization	-	11,997	15,630
Advertising and promotion	6,539	7,888	5,397
	1,395,568	1,083,980	1,107,830
Excess of revenue over expenditures for the year and net assets, end of year	\$ -	\$ -	\$ -

The accompanying notes are an integral part of these financial statements.

APPENDIX B - 2018-2019 EMRWB ANNUAL WORKPLAN

EYYOU MARINE REGION WILDLIFE BOARD

2018-19 WORKPLAN

1. BOARD MEETINGS

A. ARRANGEMENTS FOR HOLDING THREE (3) REGULAR BOARD MEETINGS AND THREE (3) EXECUTIVE MEETINGS.

GOAL: To provide arrangements for holding efficient and cost-effective meetings.

ACTIVITIES	WHO'S ACCOUNTABLE	STATUS OF COMPLETION
Hold three (3) Regular Board meetings. a) Draft agendas and call meetings. b) Arrange travel bookings and assist in the organization of the EMRWB meetings. c) Draft Board and Executive meetings minutes	a) Wildlife Management Director with the assistance of the Executive Committee b) Administrative Assistant c) Administrative Assistant and Wildlife Management Director	July 31 – August 2, 2018 (Waskaganish) January 15 – 17, 2019 (Montreal) March 13, 2019 (Waskaganish) All meeting minutes from 2018-2019 have been reviewed and approved.
Hold three (3) Executive Committee meetings.	Chairperson, Vice-Chairperson and one member, the Wildlife Management Director and the Administrative Assistant	July 16-17, 2018 (Montreal) November 14-16 (Waskaganish)
Arrange conference calls to deal with unforeseen issues.	Chairperson and Wildlife Management Director	April 11, 2018, May 24, 2018, September 27, 2018, October 25, 2018, and March 22, 2019.

2. REPORTING AND AUDIT

A. FINANCIAL STATEMENTS FOR FY 2017-18

GOAL: To ensure accountability and reliability of the EMRWB financial position and operations.

ACTIVITIES	WHO'S ACCOUNTABLE	STATUS OF COMPLETION
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Prepare the draft Financial Statements for FY 2017-18 for external audit.	For development: Accountant Administrator and Wildlife Management Director	Completed June 15, 2018
	For review: Executive Committee For approval: EMRWB	Completed July 6, 2018
Receive and review the report of the auditors.	For review: Executive Committee For approval: EMRWB	Completed July 31, 2018
Submit the audited Financial Statements for FY 2017-18 to INAC as required under Annex 5 of the Funding Agreement.	Wildlife Management Director	Completed August 17, 2018
B. ACTIVITY REPORTS AND VARIANCE REPORT		
GOAL: To meet the reporting requirement under the funding agreement for FY 2017-18 and 2018-19.		
ACTIVITIES	WHO'S ACCOUNTABLE	STATUS OF COMPLETION
Draft the Annual Activity Report for FY 2017-18.	For development: Wildlife Management Director	Completed July 30, 2018
	For review: Executive Committee For approval: EMRWB	Completed September 27, 2018
Submit the Annual Activity report to INAC as required under Annex 5 of the Funding Agreement.	Wildlife Management Director	Submitted October 1, 2018
Draft the midterm financial variance report for FY 2018-19.	For development: Accountant Administrator and Wildlife Management Director	Completed November 2, 2018

	For review: Executive Committee For approval: EMRWB	Completed November 15, 2018 Approved January 15, 2019
Draft the progress activity report for FY 2018-19.	For development: Wildlife Management Director	Completed November 5, 2018
	For review: Executive Committee For approval: EMRWB	Completed November 15, 2018 Approved January 15, 2019
Submit the financial variance report and the progress activity report for FY 2018-19 to INAC as required under Annex 5 of the Funding Agreement.	Wildlife Management Director	Submitted January 16, 2019
C. ANNUAL Work plan (2019-20)		
GOAL: To draft a "task-oriented" annual workplan for FY 2019-20.		
ACTIVITIES	WHO'S ACCOUNTABLE	STATUS OF COMPLETION
Draft the work plan for FY 2019-20.	For development: Wildlife Management Director	Completed March 31, 2019
	For review: Executive Committee For approval: EMRWB	Reviewed April 2, 2019 Approved April 4, 2019
Submit the work plan for FY 2019-20 to INAC.	Wildlife Management Director	Submitted May 1, 2019
D. ANNUAL BUDGET (2019-20)		
GOAL: To draft a cost-effective budget for FY 2019-20.		

ACTIVITIES	WHO'S ACCOUNTABLE	STATUS OF COMPLETION
Draft the Budget for FY 2019-20.	For development: Wildlife Management Director	Completed March 31, 2019
	For review: Executive Committee	Reviewed April 2, 2019
	For approval: EMRWB	Approved April 4, 2019
Submit the draft budget for FY 2019-20 to INAC.	Wildlife Management Director	Submitted May 1, 2019

E. APPOINTMENT OF AUDITORS

GOAL: To engage auditors for the preparation of the EMRWB Financial Statements for the 2018-19 fiscal year.

ACTIVITIES	WHO'S ACCOUNTABLE	STATUS OF COMPLETION
Appointment of auditors to audit Annual Financial Statements for FY 2018-19	For development: Accounting Administrator and Wildlife Management Director	February 20, 2019
	For review: Executive Committee	April 3, 2019
	For approval: EMRWB	
Notify INAC that auditors have been appointed to prepare the Financial Statements for FY 2018-19.	Wildlife Management Director	April 24, 2019

F. FUNDING AGREEMENT (2019-20)

GOAL: To provide funding to the EMRWB.

ACTIVITIES	WHO'S ACCOUNTABLE	STATUS OF COMPLETION
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Signature of the funding agreement for FY 2019-20.	For review: Wildlife Management Director and Chairperson	June 11, 2019
3. GOVERNANCE		
A. GOVERNANCE AND POLICY DOCUMENTS		
GOAL: To develop governance policies to regulate the operations of the EMRWB.		
ACTIVITIES	WHO'S ACCOUNTABLE	STATUS OF COMPLETION
To Update and complete the draft EMR HR Policy	For review: Wildlife Management Director and Executive Committee	Delayed to 2019 due to capacity challenges.
	For approval: EMRWB	Delayed to 2019
4. ADMINISTRATION AND OPERATIONAL MANAGEMENT		
A. HUMAN RESOURCES		
GOAL: To manage the EMRWB staff in respect with the policies adopted by the EMRWB.		
ACTIVITIES	WHO'S ACCOUNTABLE	STATUS OF COMPLETION
To review and assess the performance of the Accounting Administrator.	Wildlife Management Director and Director of the Planning Commission and Impact Review Board	Not completed because staff resigned prior to the evaluation date.
To review and assess the performance of the Administrative Assistant (replacement during maternity leave).	Wildlife Management Director and Director of the Planning Commission and Impact Review Board	Not completed because staff resigned prior to the evaluation date.

To review and assess the performance of the Wildlife Liaison Officer.	Wildlife Management Director	Job reclassified to Wildlife Management Biologist. Performance evaluation now scheduled for August 15, 2019
To set goals and expectations To review and assess the performance of the Interim Wildlife Management Director.	Executive Committee	A 6 months objectives plan was developed for January to June 2018. A performance review was not completed due to hiring of new Director in May 2018.
Staffing Wildlife Management Director position. a) Screening applicants b) Conducting interviews c) Letter of offer	Executive Committee	a) Completed April 16 b) Completed May 15 c) Completed May 30, 2018

B. DOCUMENT MANAGEMENT SYSTEM

GOAL: to set up an effective data management system to ensure records storage and facilitate documents sharing and retrieval.

ACTIVITIES	WHO'S ACCOUNTABLE	STATUS OF COMPLETION
Improve the organizational structure of the document management system and provide training to the EMR staff and board members.	Wildlife Management Director and Director of the Planning Commission and Impact Review Board	Postponed due to staffing changes. Ongoing for staff. Training for board members postponed to October 2019.
Set up cataloguing approach and protocols for information storage, sharing and retrieval.	Wildlife Management Director and Wildlife Liaison Officer	Postponed due to staff changes and board member vacancies. Postponed to 2019-2020.

C. ACCOUNTING ARRANGEMENTS

GOAL: To provide accounting/bookkeeping arrangements.

ACTIVITIES	WHO'S ACCOUNTABLE	STATUS OF COMPLETION
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Brief the EMRWB on the status of the Board's finances on a regular basis.	Wildlife Management Director and Accountant Administrator	At each regular board meeting. Q1, Q2 and Q4 variance reports were presented respectively at regular board meetings.
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D. GEOGRAPHIC INFORMATION SYSTEM

GOAL: To improve the GIS capacity and process raw wildlife data.

ACTIVITIES	WHO'S ACCOUNTABLE	STATUS OF COMPLETION
Create thematic maps and database to suit the EMRWB website needs and for other documentation.	Wildlife Liaison Officer.	As required. A set of topographic maps with Cree toponyms and a map on fishing activities in the EMR were produced and received in September 2018.

E. OPEN FILE SYSTEM

GOAL: To implement an open file system for sharing raw and interpreted Wildlife data and information with the public.

ACTIVITIES	WHO'S ACCOUNTABLE	STATUS OF COMPLETION
Implement the wildlife database on the EMR website.	Wildlife Liaison Officer	A bird observation database and map was added to the EMRWB website in October 2018. Further development postponed to 2019-2020.
Develop a framework to deal with issues regarding intellectual property, local knowledge, confidentiality and public access to information for the data stored into the open file system.	For Development: Wildlife Management Director and Wildlife Liaison Officer. For review and approval: Executive Committee.	Due to staff changes and board member vacancies this activity will be postponed to 2019-2020

<p>Establish partnership with other entities for data and information sharing (Cree Trappers Association, NMRWB, NWMB).</p> <ul style="list-style-type: none"> Quarterly conference calls with the EMRPC, EMRIRB and NMRWB will be held to share relevant information and provide updates. 	<p>Wildlife Management Director</p>	<p>A joint meeting was held between all three EMR boards in May 2018.</p> <p>The Interim Director and Chairperson attended a NMRWB meeting in June 2018.</p> <p>Staff are in regular and ongoing contact with the CTA.</p> <p>Monthly planning teleconference meetings between all three EMR boards began in February 2019.</p>
<p>F. OFFICE SPACE</p>		
<p>Finalize the office allocation for all staff.</p> <p>Complete the installation and decoration of the head office in the new CNG building in Waskaganish.</p>	<p>Wildlife Management Director</p>	<p>Completed in May 2018 in preparation for the EMR Office Grand Opening.</p>
<p>5. COMMUNICATIONS</p>		
<p>A. Dissemination of mandate and responsibilities to the public.</p>		
<p>GOAL: To communicate and promote the mandate of the EMRWB with the Crees of Eeyou Istchee, the general public and other stakeholders, and provide information regarding EMRWB activities in the EMR.</p>		
<p>ACTIVITIES</p>	<p>WHO'S ACCOUNTABLE</p>	<p>STATUS OF COMPLETION</p>
<p>Prepare the opening of the new EMR office in Waskaganish in collaboration with the CNG, the EMRPC & the EMRIRB.</p>	<p>For development: EMRWB and EMRPC directors</p>	<p>Grand Opening held on May 30, 2018.</p>
	<p>For review and approval: EMRWB, EMRPC and EMRIRB.</p>	
<p>Acquire promotional material to support the operations of the EMRWB.</p>	<p>Wildlife Liaison Officer and Administrative Assistant.</p>	<p>Promotional materials (e.g. mugs, pens, USB keys) distributed as required. Additional copies of</p>

		EMRLCA were ordered and distributed to each community in late winter.
Plan the production of a newsletter to communicate the mission and projects of the EMR.	For development: EMRWB and EMRPC directors	Postponed to 2019-2020 due to staffing capacity challenges, and lack of project activity.
B. WEBSITE		
GOAL: To broadcast the EMRWB's mandate, activities and wildlife raw and interpreted data with the public.		
ACTIVITIES	WHO'S ACCOUNTABLE	STATUS OF COMPLETION
Improve and update website content and post news about EMRWB activities.	Wildlife Liaison Officer	Ongoing. Significant development postponed to 2019-2020 due to staffing capacity challenges.
Improve the content and access of the SharePoint platform to share information within the EMR staff and Board members.	Wildlife Liaison Officer	Ongoing for staff. Training postponed for board members until October 2019.
C. RELATIONSHIP BUILDING		
GOAL: To represent the EMRWB at meetings related to the Board's mandate and build effective relationships with relevant stakeholders.		
ACTIVITIES	WHO'S ACCOUNTABLE	STATUS OF COMPLETION
Finalize the cooperation protocol with the EMRPC, NMRPC and NMRWB regarding the overlap areas.	Wildlife Management Director For review: executive committee	Protocol was developed in 2014-2015. Updates will be added as necessary. No updates were required in 2018-2019.

	For approval: EMRWB	
Attend the International Arctic Change Conference/ArcticNet Conference in Ottawa.	Wildlife Management Director	December 2018
Attend the NMRWB meetings, as observer.	Wildlife Management Director	As required. Interim Director and Chairperson attended a board meeting in June 2018.
Attend AGA of the Cree Trappers Association.	Chairperson and Wildlife Management Director	Attended by Chairperson August 28-30, 2018 in Mistissini, QC
Attend the AGA of the CNG/GCC(EI).	Chairperson and Wildlife Management Director	Summer 2018 Meeting was held August 7-8 but not attended by EMRWB due to schedule conflicts and shortage of board members.
Attend the meeting of the Coastal Habitat Steering Committee, as observer.	Chairperson and/or Wildlife Management Director	Observer status denied by Niskamoon in July 2018. The topic was discussed again with Niskamoon in January 2019 to seek observer status on the committee in 2019-2020.
Attend meetings with the working group reviewing the Nunavut Wildlife Act Regulations.	Wildlife Management Director	Communications exchanged between CINAC and CNG in September and October 2018. No meetings were scheduled.
6. CREE TRAPPER'S ASSOCIATION		
A. PARTNERSHIP WITH THE CREE TRAPPER'S ASSOCIATION		
GOAL: To develop and maintain a fruitful and durable collaboration with the Cree Trapper's Association.		
ACTIVITIES	WHO'S ACCOUNTABLE	STATUS OF COMPLETION

Sign the Funding Agreement for FY 2018-19 between the EMRWB and the CTA, setting out the terms and conditions related to the transfer of funds to the CTA and the reporting responsibilities of the CTA with respect to its EMR activities for the FY 2018-19.	For development: Wildlife Management Director and Accountant Administrator	October, 2018
	For review: Executive Committee For approval: EMRWB	Reviewed and approved on March 17, 2019.
Develop and review the Collaborative Agreement with the CTA	Wildlife Management Director	Developed March 15, 2019 Reviewed and Approved April 2, 2019
Participate in the planning of a Strategic Planning Workshop with the Executive Members, the EMR Liaison Officer and the EMR Local Officers.	Wildlife Management Director and Wildlife Liaison Officer	Completed March 13-15, 2019
Provide support and coaching to the EMR Local Officers and EMR Wildlife Liaison Officer.	Wildlife Liaison Officer	Ongoing.

7. WILDLIFE MANAGEMENT PROJECTS

A. PRIORITY PROJECTS RELATED TO SPECIES AT RISK WITHIN THE EEYOU MARINE REGION - POLAR BEARS

GOAL: To participate in the management of the SHB Polar Bear population in the Eeyou Marine Region.

ACTIVITIES	WHO'S ACCOUNTABLE	STATUS OF COMPLETION
Attend the Polar Bear Management Working Group (under the HFTCC) meetings, as observer.	Wildlife Management Director	As required. Wildlife Management Director attended meetings held in September and November 2017. No face-to-face meetings were called in 2018.
Review and approve the Draft Polar Bear Management Plan that was completed and submitted to the EMRWB in spring 2018.	Wildlife Management Director	The draft management plan has not been submitted yet. Review has been postponed. Update was provided to the EMRWB at March 2018 Board meeting.

Preparation of a report on the local consultations on held in 2017 on Traditional Knowledge related to Southern Hudson Bay polar bear population.	For development: Wildlife Liaison Officer For review and approval: EMRWB.	Initiated in summer 2017. Postponed due to lack of staff. To be completed in 2019.
Collaborate with the NMRWB in the establishment of TAT and NQLs for the SHB polar bear population within the area of overlapping interests.	Wildlife Management Director and EMRWB members.	As required. Wildlife Management Biologist participated in two phone meetings, held in September and October 2018.
Develop and communicate mitigation and prevention measures for Polar Bear around camps sites in the EMR	Wildlife Management Director and Wildlife Liaison Officer.	Polar bear safety workshops were conducted in each EMR community in March 2019

B. PRIORITY PROJECTS RELATED TO SPECIES AT RISK WITHIN THE EYYOU MARINE REGION-BELUGA WHALES

GOAL: To participate to the management of the beluga whale stocks in the Eeyou Marine Region.

ACTIVITIES	WHO'S ACCOUNTABLE	STATUS OF COMPLETION
Collaborate with the NMRWB in the establishment of TAT and NQLs for the EHB beluga whales within the area of overlapping interests.	Wildlife Management Director and EMRWB members	As required. A letter of support was provided by the EMRWB to the NMRWB in June 2018 for a pilot project about TAT-NQL for EHB beluga (extension of hunting season).
Attend beluga management meetings.	Wildlife Management Director	As required. Beluga management was discussed at the NMRWB meeting in June 2018, which was attended by the Interim Wildlife Management Director and the Chairperson.

C. PRIORITY PROJECTS RELATED TO OTHER SPECIES AT RISK WITHIN THE EYYOU MARINE REGION

GOAL: To develop a framework for the management of species at risk in the Eeyou Marine Region.

ACTIVITIES	WHO'S ACCOUNTABLE	STATUS OF COMPLETION
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Follow-up on the COSEWIC status reports (correction)	Wildlife Management Director and Wildlife Liaison Officer	Completed as required.
Organize workshops and prepare information materials distribution on species at risk (Red Knot, yellow rail) and species traditionally harvested by the Crees (waterfowl).	Wildlife Management Director and Wildlife Liaison Officer.	The EMRWB supported a consultation tour on yellow rail knowledge in four coastal communities in November 2018
Collection of Cree knowledge on species at risk (Red Knot, yellow rail) and species traditionally harvested by the Crees (waterfowl).	Wildlife Management Director and Wildlife Liaison Officer.	A consultation on the protection of red knot habitat in Boatswain Bay was held in Waskaganish in September 2018, in collaboration with CWS. The EMRWB supported community consultations on yellow rail in November 2018.
Shorebirds and migratory bird inventories on species at risk (Red Knot, Yellow Rail) and species traditionally harvested by the Crees (waterfowl).	Wildlife Management Director and Wildlife Liaison Officer.	Surveys for the Wemindji area were postponed to 2019 due to delays in funding. Preparatory meetings and a workshop were held in November 2018 and March 2019 in collaboration with CNG, Nature Canada, and CTA.
Overview the installation of Motus Towers to capture transmissions from birds travelling through Eastern James Bay Coast and improve the current tower network.	Wildlife Liaison Officer.	Receivers were installed on four Motus towers in May 2018 and recovered in October 2018. Maintenance training was provided to the CTA in March 2019.
Review and approval of the final report for the research project on fish stocks in the EMR. <ul style="list-style-type: none"> Analyze the report 	For review: Wildlife Liaison Officer and Executive Committee. For approval: EMRWB.	Final report received September 28, 2018. Reviewed by EMRWB December 5, 2018.

Gathering of information on potential species for the establishment of TATs and NQLs.	Wildlife Management Director and Wildlife Liaison Officer.	Not required at this time.
C. PRIORITY PROJECTS RELATED TO HARVESTED SPECIES WITHIN THE EYYOU MARINE REGION		
GOAL: To implement a Community-based Environmental Stewardship Program as a management tool for harvested species in the Eeyou Marine Region in collaboration with the CTA.		
ACTIVITIES	WHO'S ACCOUNTABLE	STATUS OF COMPLETION
Participate in a Strategic Planning Meeting organized by the CTA, in collaboration with an Environmental Stewardship expert.	Wildlife Management Director, Wildlife Liaison Officer and Executive Committee	A stewardship workshop was organized by EMRWB and held in August 2018.
Organize a 5-day workshop on Environmental Stewardship Program related to traditional fisheries and waterfowl for coastal communities of the EMR. The workshop is directed at the EMR Liaison Officer and Local Officers, as well as WB Wildlife Liaison Officer.	Wildlife Management Director and Wildlife Liaison Officer	Postponed due to staff changes and CTA-EMR Officer vacancies.
Develop questionnaires and interview guides to collect data on fisheries and waterfowl harvest in the EMR.	Wildlife Management Director and Wildlife Liaison Officer.	Activity will be reevaluated and discussed with CTA as a potential future task for CTA-EMR Officers.
8. WILDLIFE RESEARCH FUND		
A. ADMINISTRATION OF THE WILDLIFE RESEARCH FUND		
GOAL: To monitor the performance of the Wildlife Research Fund and provide long-term investment returns through capital growth.		
ACTIVITIES	WHO'S ACCOUNTABLE	STATUS OF COMPLETION
Evaluate the performance of the investment managers.	For development: Wildlife Management Director and Accounting Administrator For review: Executive Committee	As required. Midyear update presented to the EMRWB December 5, 2018

Follow-up on the investment.	Executive Committee and Wildlife Management Director.	AON and Industrial Alliance will provided an annual report on April 4, 2019.
Develop a funding program chart for wildlife-related programs.	Wildlife Liaison Officer	Postponed due to staffing changes and lack of board membership.
B. DEVELOP THE CONTENT OF THE RESEARCH PROGRAM		
GOAL: To identify requirements and deficiencies pertinent to Wildlife management and the rational utilization of wildlife resources and target relevant partners to undertake research projects that is required, as specified in under section 13.3.1 of the EMRLCA.		
ACTIVITIES	WHO'S ACCOUNTABLE	STATUS OF COMPLETION
Finalize the public consultation and complete the presentation tour in Eastmain and Chisasibi regarding potential research priorities as previously determined during the written consultation process with relevant stakeholders.	Executive Committee and Wildlife Management Director.	Research consultations completed in August (Eastmain) and September (Chisasibi), 2018.
Drafting of the post consultation report.	For development: Wildlife Management Director and Research Subcommittee.	Postponed to 2019-2020 due to a board decision to send out a final call for comments from the public.
	For review: Executive Committee. For approval: EMRWB.	Postponed to 2019-2020
C. DEVELOP PROTOCOLS TO PROCESS AND APPROVE RESEARCH PROJECTS IN THE EMR.		
GOAL: Develop a framework to evaluate, select and approve research proposals.		
ACTIVITIES	WHO'S ACCOUNTABLE	STATUS OF COMPLETION
Establish a Research Subcommittee <ul style="list-style-type: none"> Develop mandate and terms of reference 	For development: Wildlife Management Director, Wildlife Liaison Officer	Postponed to 2019-20 due to lack of board membership and staffing changes.

<ul style="list-style-type: none"> • Develop scientific, technical and ethic protocols to approve research proposals. 	<p>For review: Executive Committee. For approval: EMRWB.</p>	<p>Postponed to 2019-2020</p>
<p>Develop a spending policy manual to manage the funding of research projects.</p>	<p>For development: Vice-Chairperson</p>	<p>Postponed to 2019-2020 while the board reevaluates its approach.</p>
	<p>For review: Executive Committee. For approval: EMRWB.</p>	<p>Postponed to 2019-2020</p>