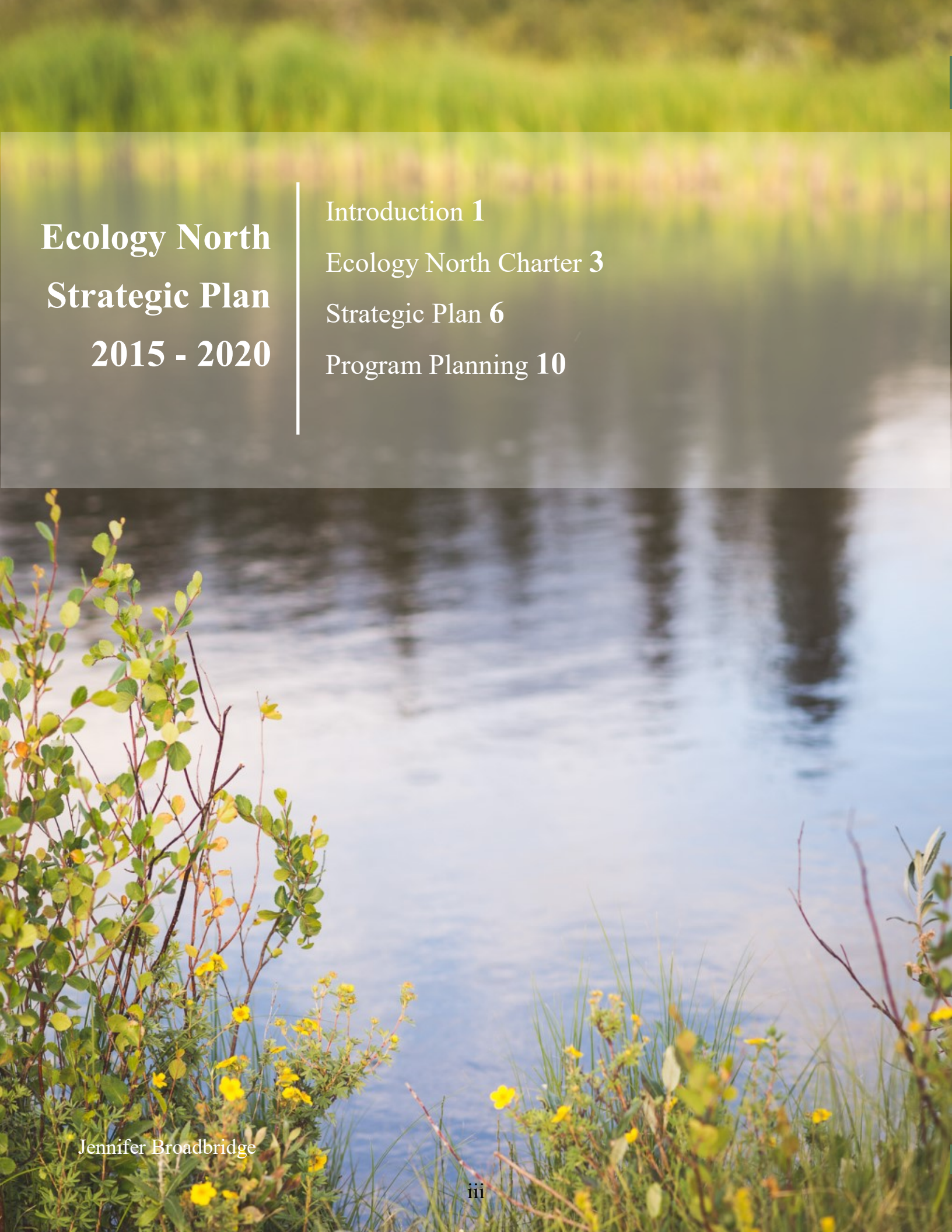




STRATEGIC PLAN

2015 - 2020

MARCH 31, 2015



Ecology North Strategic Plan 2015 - 2020

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Introduction

Ecology North (EN) Board of Directors, staff, members, supporters and collaborators have worked together through iterative planning sessions to develop a strategic plan to guide our work over the next five years.

This document represents the synthesis of our planning efforts. There are two parts to the document:

Ecology North's Charter: lays out the vision, mission, values and principles that form the foundation of our work. The charter underpins the current plan and will continue to define Ecology North in years to come.

Strategic Plan: lays out the implementation strategy to achieve our goals in a manner consistent to the charter (*see Diagram 1*). The strategic plan has two sections:

Administrative: focuses on the strength of our organizational capacity; &

Program: focuses on the substance of our work. This section contains a plan for each of our five principle program areas.

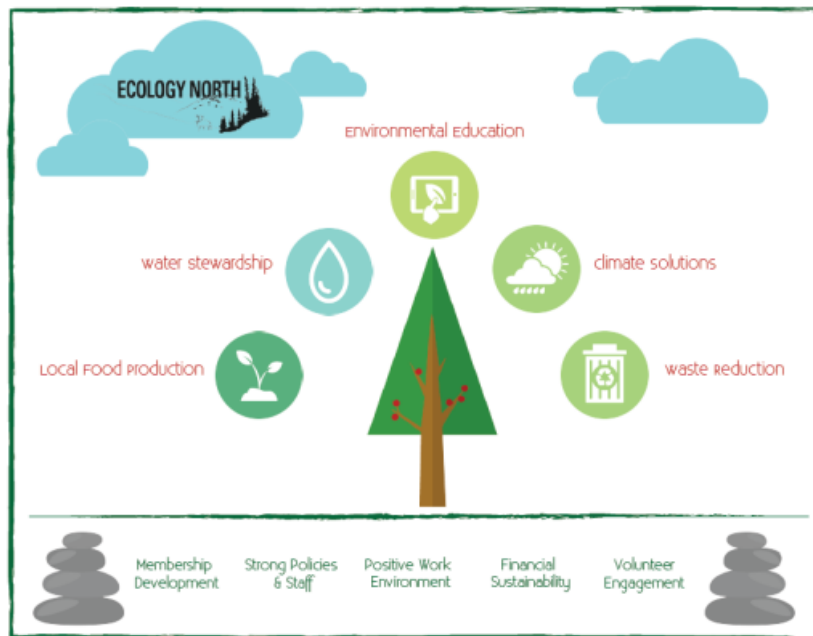
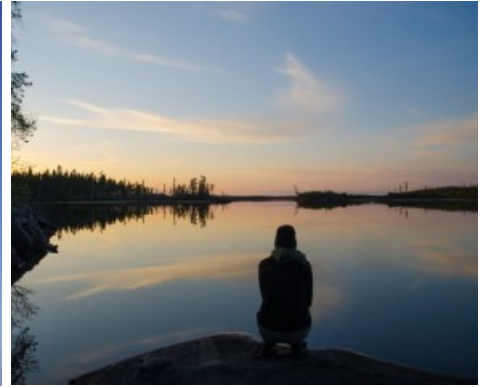
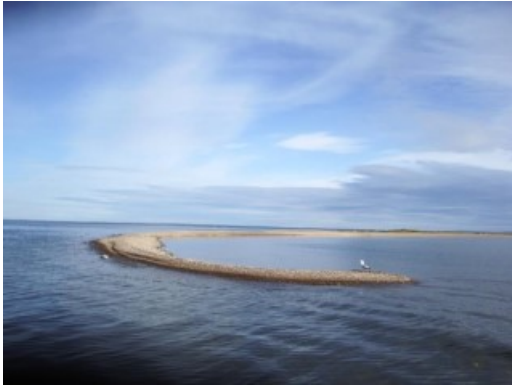


Diagram 1: Ecology North Strategic Plan

Both the charter and strategic plan are described in detail herein. The charter acts as a filter through which organizational decisions are made. It establishes a vision and a standard of values and principles that the board and staff agree to uphold.

From the charter flows the strategic plan. The strategic plan outlines pragmatic ways through which EN's vision and mission can be implemented. It is intended to provide practical guidance for board and staff work as well as measures with which to evaluate accomplishments. The strategic plan addresses administration and programming as two distinct areas. For both sections, a series of goals are provided. These goals are broad in nature and will serve to guide the board, executive director and staff over the course of the 5-year plan. Each goal has a series of corresponding objectives. Each objective presents a tangible and attainable outcome. Progress indicators are identified as a means of measuring our success in meeting the objectives and attaining the goal.

This strategic plan will guide the EN board and staff from April 1, 2015 to March 31, 2020. Each year, we will review and report on our progress in reaching the identified goals. Annual reviews will inform organizational and staff work plans for the year ahead. A more in-depth review will occur in the first quarter of 2020 to evaluate the organization's overall progress in meeting its goals and working towards its vision. This fifth year review will inform a new five-year strategy for the organization.



Ecology North Charter

Ecology North Vision

A healthy northern environment, forever.

Ecology North Mission

Bringing people and knowledge together for a healthy northern environment.

Ecology North Values

- Respect
- Innovation
- Inclusiveness
- Grass-roots
- People and the environment
- Knowledge

Respect

Acknowledging and valuing others' perspectives and experiences.

Innovation

Respecting our history, we acknowledge that there are always creative possibilities.

Inclusiveness

By being open and involving relevant individuals and groups, we can realize better outcomes.

Grass-roots

Empowering Northerners to be active environmental stewards.

People and the environment

Human well-being is dependent on a healthy environment; social and ecological systems are inseparable.

Knowledge

Decisions are informed by best available knowledge

Ecology North Principles

- Eco-literacy
- Consensus-based decision-making
- Mentorship
- Being the change we want to see
- Continual improvement
- Achieving quality
- Speaking out

Eco-literacy

Ecology North will encourage eco-literacy. Learning about and connecting with the natural world fosters stewardship.

Consensus-based decision-making

Ecology North will use a process of communication by which everyone's ideas are incorporated in a decision everyone accepts.

Mentorship

Ecology North will nurture capacity to meet long-term sustainability goals.

Being the change we want to see

Ecology North will be an environmental leader and a role model by making decisions that reflect Ecology North values.

Continual improvement

Ecology North will build on successes and foster reflection and learning.

Achieving quality

Ecology North will strive for high quality and transparency in all activities.

Speaking out

Ecology North will give voice to plants, animals and ecosystems, valuing them intrinsically.





Ecology North Strategic Plan

ADMINISTRATION

***SNAPSHOT:** Ecology North has grown substantially in recent years. Staff numbers have increased from one or two to a consistent seven to nine. A second office has opened in Hay River, allowing the organization to partner more consistently with individuals, organizations and governments in the Dehcho and South Slavey regions.*

Our ability to consolidate recent growth and leverage increased capacity and opportunity to effect change will depend on our governance policies and practices. The following goals aim to strengthen and improve EN's organizational sustainability ensuring that EN can continue to attract bright, passionate, and energetic leaders that share our vision and values.

Administration goals:

- #1 Develop a strong and engaged membership base.
- #2 Diversify our membership base.
- #3 Increase funding to support organizational development and sustainability
- #4 Diversify funding to support independence and long-term organizational sustainability
- #5 Develop strong policies to support Board Directors and staff

Goal: Diversify our membership base

2020 Objectives – Ecology North will:

- ◇ Strengthen its presence in NWT communities outside of Yellowknife and Hay River
- ◇ Develop stronger relationships with governments and organizations outside of Yellowknife and Hay River
- ◇ Gain more members, volunteers and supporters from outside of Yellowknife and Hay River

Indicators – In order to measure progress towards these goals, Ecology North will track:

- i. Number of workshops and/or public education events held outside of Yellowknife.
- ii. Number of staff based outside of Yellowknife and their total number of hours worked.
- iii. Number of community governments or organizations with which we have partnered on projects.
- iv. Membership based outside of Yellowknife.

Goal: Increase funding to support organizational development and sustainability

2020 Objectives – Ecology North will:

- ◇ Increase funding from membership, and the community at large to build ownership and involvement
- ◇ Develop a four month reserve fund, which will provide for three months of cash flow and one month of contingency funding
- ◇ Save money and develop partnerships for an Ecology North owned or jointly owned office space

Indicators – In order to measure progress towards these goals, Ecology North will track:

- i. Total funds received from all sources
- ii. Savings for an Ecology North-owned office space
- iii. The amount in the reserve fund relative to annual expenditures

Goal: Diversify funding to support independence and long-term organizational sustainability

2020 Objectives – Ecology North will:

- ◇ Increase the proportion of funding received from members, foundations, non-governmental organizations, Aboriginal governments and businesses
- ◇ Ensure that sufficient unencumbered funds exist to support an Executive Director, and administrative roles
- ◇ Develop sufficient unencumbered funds to maintain allocations within the ten per-cent allowed by our charitable status for political activity to effect positive policy change for environmental stewardship and leadership

Indicators – In order to measure progress towards these goals, Ecology North will track:

- i. Proportion of funding received from: various levels of government memberships, individual donations, businesses, foundations
- ii. Number of thank you cards written
- iii. Number of fundraising events
- iv. The proportion of unencumbered to directed funds

Goal: Develop strong policies to support Board Directors and staff

2020 Objectives – Ecology North will:

- ◇ Develop and follow a suite of policies and processes that ensure clear staff expectations and that support staff development and retention
- ◇ Develop and follow a suite of policies that communicate both internally and externally Ecology North's human resources and contracting processes
- ◇ Build clear guidelines of board roles and develop clear and consistent resources for staff and board introduction and engagement with Ecology North
- ◇ Recruit a strong ten-person board annually that fulfills all identified functions

Indicators – In order to measure progress towards these goals, Ecology North will track:

- i. Whether all staff are working with clear and signed contracts and job descriptions
- ii. The degree to which financial and human resource policies support transition periods from one fiscal to another
- iii. The consistency with which policies are reviewed and improved each year as necessary and with external advice contributing where appropriate
- iv. The Board functions with clear committees that support specific program areas through Board representation and active involvement
- v. All Board positions are filled annually



PROGRAM PLANNING

Ecology North has a rich history of active programming. The majority of these programs fall into five key areas, which all contribute to advancing our vision. For these integrated program areas, we have identified long-term goals and intermediary objectives with associated indicators for each program. The program focus areas are:

1. Waste Reduction
2. Climate Change Solutions
3. Water Stewardship
4. Local Food Production
5. Environmental Education

Within each program area, Ecology North is ultimately interested in influencing individuals, law, policy and other mechanisms of long-term change. Ecology North will continue to build on past successes by promoting good research, awareness, and examples of environmentally responsible options for northerners.

By focusing on the ways in which new ideas are mainstreamed, Ecology North can ensure that its work is resulting in substantial changes. Doing so means involving decision-makers in dialogue, encouraging more public political engagement, and challenging our leaders to consider alternate options beyond the status quo. Ecology North will utilize policy analysis, public dialogue and political advocacy to advance these goals. The organization will strive to meet regularly with senior government officials and civil staff while regularly bringing important issues to the attention of the public through news, television, radio and social media. In all program areas, we will seek to expand and strengthen our partnerships with like-minded organizations.





Waste Reduction

Program Goal: Northwest Territories is a waste-free society

SNAPSHOT: Ecology North has been a strong proponent of waste reduction in Yellowknife since the mid 1990's when we spearheaded recycling initiatives in the City. EN encouraged the City to host an annual solid waste forum and to develop a solid waste committee in which EN has played an active role. On the ground, EN ran backyard-composting programs and sold subsidized compost bins, before initiating the Yellowknife compost pilot project in 2009. The success of this project encouraged the City of Yellowknife to take composting citywide. Recently, EN has organized environmental initiatives at Folk on the Rocks and other community events, has a plate rental service, and has advocated for citywide compostable food services, and green event planning.

EN is now taking our Zero Waste message and training on the road, expanding compost to Hay River, and working with communities throughout NWT on hazardous waste management planning. Our role is to spur and support individuals, businesses and governments of all sizes to reduce waste through positive demonstrations of waste management.

2020 Objectives: Ecology North will:

- ◇ Continue to work with the City of Yellowknife to ensure the expansion and success of the Yellowknife centralized composting program
- ◇ Collaborate with municipal governments and the Government of Northwest Territories to encourage the expansion of centralized composting programs in all NWT communities, with an immediate focus on NWT's larger communities

- ◇ Support backyard composting throughout NWT through education and engagement
- ◇ Support research, development and demonstration projects that encourage waste reduction
- ◇ Research and promote regulatory reforms that will facilitate a reduction of waste at its source, before it gets to NWT
- ◇ Research and promote the financial case for reducing, reusing and recycling
- ◇ Encourage all NWT celebrations to be waste free
- ◇ Support efforts to remove hazardous materials from communities and collaborate with governments to create systems that will ensure improved management moving forward

Indicators – In order to measure our progress, Ecology North will track:

- i. Total volume of waste diverted from Yellowknife landfill
- ii. Number of communities participating in new waste reduction initiatives
- iii. Number of research papers / demonstration projects that promote waste diversion in NWT
- iv. Number of communities with backyard composting programs
- v. Number of events using composting, rent-a-plate, greening your event packages, and other waste reduction services
- vi. The number of communities where hazardous materials have been removed and where hazardous waste management plans are in place



Climate Change Solutions

Program goal: NWT leads Canada's strongest response to climate change

***SNAPSHOT:** Ecology North began actively responding to the implications of climate change at the turn of the century. Our early approach to the challenge was promoting education and advocating for individual responsibility in mitigating climate change. EN hosted the one-tonne challenge, which encouraged and resourced individuals to reduce their carbon emissions and we actively participated in the Canadian Climate Change Impacts and Adaptation Research Network. Our focus on education and awareness led to EN hosting four Territory-wide, and two regional conferences on climate change. Ecology North also collaborated with a number of communities throughout NWT to develop climate change vulnerability assessments and adaptation plans.*

These days, Ecology North maintains a strong focus on education and has developed materials and courses for community governments to mainstream climate change adaptation and mitigation. Meanwhile, we have intensified our advocacy role as greater actions are needed on a political scale if we are to tackle climate change seriously. We have been and will continue to be the leading proponent of climate change action in NWT.

2020 Objectives - Ecology North will:

- ◇ Encourage alternative transportation options
- ◇ Ensure that plain language knowledge of climate change adaptation and mitigation are being communicated to a broad audience
- ◇ Advocate for sensible policies with economic incentives and regulations to reduce greenhouse gas emissions throughout NWT
- ◇ Promote funding and knowledge transfer of adaptation actions for all NWT communities
- ◇ Collaborate with businesses to reduce emissions
- ◇ Foster a green economy

Indicators – In order to measure progress towards these goals, Ecology North will track:

- i. Tonnes of greenhouse gases avoided; total emissions reduced
- ii. Number of plain language climate change related multi-media tools developed
- iii. GNWT's response to climate change adaptation
- iv. Number of communities and NWT residents engaged in climate change issues
- v. Carbon pricing initiatives established by the GNWT
- vi. Initiatives that educate southern Canada about northern climate change issues



Water Stewardship

Program Goal: NWT waters remain clean and abundant for all time

NWT is blessed with abundant quantities of the cleanest water on the planet. At Ecology North we are determined to keep it that way. EN supports the vision of the NWT Water Stewardship Strategy and has adopted its vision as our overarching program goal.

SNAPSHOT: *Water issues are a more recent program focus for EN that has quickly become one of our priority areas. We have worked with communities to plan for sourcewater protection, to strengthen their wastewater monitoring practices and to investigate the vulnerabilities of their drinking water, wastewater and solid waste systems to climate change.*

Education is central to our work: we have developed teachers resources to explore NWT watersheds and source water protection; we have created a youth activity book to learn about the Mackenzie River Basin; and each year we connect hundreds of youth to hands-on and educational water-related activities during Rivers to Oceans Day. Annually, we host guest speakers to raise public awareness of important local and transboundary water issues such as the Alberta Oil Sands and hydraulic fracturing.

At a policy level, we partnered with a number of environmental organizations to intervene in the Mackenzie Valley pipeline environmental assessment and more recently we were active in holding the federal and territorial governments accountable to maintain a strong, made-in-the-north regulatory framework in the face of proposed and ultimately enacted changes to the Mackenzie Valley Resource Management Act.

Moving forward, Ecology North will continue to promote responsible water stewardship through individuals and through all levels of government.

2020 Objectives – Ecology North will:

- ◇ Work with NWT communities and other partners to ensure that all NWT communities have a source water protection plan in place
- ◇ Raise public awareness about water issues and deliver water knowledge to youth and adults in every region of the NWT through public events, classroom activities, extra-curricular outreach and social media
- ◇ Develop informed positions on NWT water issues and work with partner organizations to advocate for the protection and conservation of NWT water
- ◇ Stay abreast of transboundary issues impacting NWT waters and support communities in developing strong responses when necessary
- ◇ Support and resource NWT communities to confidently manage and make decisions about water within their communities

Indicators – In order to measure progress towards these goals, Ecology North will track:

- i. Assess the number of NWT communities that have adopted and implemented a source water protection plan
- ii. Track the number of public engagement water events held throughout the NWT to raise awareness of water issues
- iii. Track the number of communication tools, whether films, letters, information pamphlets or media responses that Ecology North develops with regards to ensuring a strong regulatory framework for NWT water protection



Local Food Production

Goal: Together, we can harvest all we need

***SNAPSHOT:** Ecology North has grown its interest in food issues by partnering with other food related organizations and building on our strengths in education and outreach. Together we have built a network of local food advocates, built community gardens, researched the potential of a berry farm (and planted one!), held celebrations of food, and completed considerable research into the needs of NWT's agricultural sector. Our work on food security has complemented our strong history of developing northern composting systems and researching opportunities to improve our soil quality. Our main focus continues to be on educating our youth about how their food is grown through such initiatives as the Weledeh Garden school program in which dozens of youth partner with mentors each year to learn about the joys of growing food.*

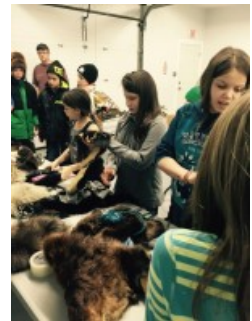
We see education continuing to be our focus in this field and will develop strategies to assess and address education needs. We will strengthen our programming both in Yellowknife and throughout NWT, using print, audio-visual media, and our hands-on workshops to strengthen northern food security. There may also be a greater role for EN in advocating for healthy and affordable food for all, particularly in remote communities.

2020 Objectives – Ecology North will:

- ◇ Create accessible education opportunities through which NWT residents can share knowledge and celebrate achievements
- ◇ Demonstrate the role of agriculture in a strong, sustainable NWT economy
- ◇ Foster opportunities for locally-owned food production and harvesting
- ◇ Research, and make available to the public, best-practice methods for harvesting, preserving and distributing local foods throughout NWT
- ◇ Mentor opportunities for families to engage in local food production and develop an understanding of its physical and health benefits
- ◇ Research and advocate for a positive policy environment that will encourage and grow NWT-based agricultural initiatives and businesses

Indicators – In order to measure progress towards these goals, Ecology North will track:

- i. Number of community gardens and greenhouses in NWT
- ii. Number of NWT residents involved in various types of local food production
- iii. Number of hands-on education opportunities and number of people engaged throughout the NWT
- iv. Number of research papers, and demonstration projects completed that support knowledge development and dissemination
- v. The growth of government programming and policies to support agriculture



Environmental Education

Goal: NWT youth and residents will be among the most environmentally aware people in Canada

***SNAPSHOT:** Environmental education and awareness has been a core focus of the organization since its inception. Our membership collectively have always had a rich knowledge of northern ecosystems, flora and fauna and have been generous in sharing their wisdom with others. Early programs included nature walk sessions, youth ecology activities and public information sessions. Our education program has more recently grown to include the development of school-based courses and resources consistent with existing curricula.*

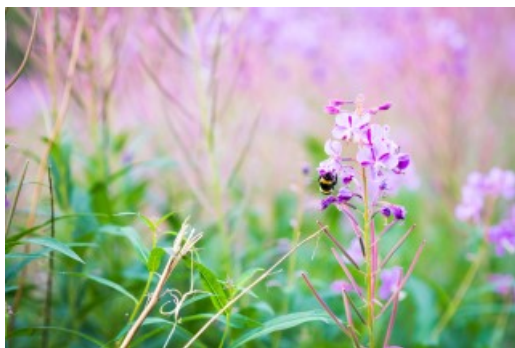
We see education continuing to be a main focus and will develop strategies to assess and address education needs. We will strengthen our programming both in Yellowknife and throughout the NWT, using print, audio-visual media, and our hands-on workshops to strengthen the knowledge and appreciation of the unique natural environment with which we are blessed in NWT.

2020 Objectives – Ecology North will:

- ◇ Develop an environmental education teachers' portal, to provide northern specific environmental education resources for NWT teachers
- ◇ Find consistent funding to allow NWT environmental education materials to be more accessible throughout NWT schools
- ◇ Develop more place-based course material for NWT schools
- ◇ Facilitate NWT youth to build strong leadership skills and confidence through on the land and service learning
- ◇ Help NWT youth to consistently have the opportunity to be mentored by their Elders
- ◇ Continue to celebrate Earth Week and expand its reach both within the Yellowknife community and in communities throughout NWT
- ◇ Increase the diversity of natural history events and engage a more diverse audience
- ◇ Reinvigorate the role of eco-theatre in Yellowknife

Indicators – In order to measure progress towards these goals, Ecology North will track:

- i. The progress of the teachers' portal and the number of teachers accessing the portal
- ii. Number of youth being taught by Ecology North educators
- iii. Number of NWT place-based course materials developed and delivered to teachers and students
- iv. Number of learning events Ecology North supports
- v. Number of people and communities participating in natural history, eco-theatre and other education and outreach events
- vi. Number of events held both within and outside of Yellowknife



History of Ecology North

40th Anniversary Celebration



Ecology North

Ecology North is a charitable, non-profit organization based in Yellowknife, Northwest Territories that was formed in 1971 to support sound environmental decision-making on an individual, community and regional level.

Ecology North Vision

A healthy Northern environment, forever.

Ecology North Mission

Bringing people and knowledge together for a healthy northern environment.

Ecology North's programs focus on the following priorities: public education and awareness, climate change mitigation and adaptation, sustainable living, waste reduction, local food production and source-water protection. A common thread throughout all Ecology North programming is an emphasis on environmental, social and community well-being.

Ecology North maintains collaborative partnerships with a diverse array of other local community and educational organizations through its programming.

The following is a brief history highlighting Ecology North initiatives, activities, projects, and programs through the four decades since its inception.

Date	Event
1970s	Elevating the profile of the arsenic issue (contaminants and heavy metal pollutants from gold mines in Yellowknife) to national prominence:
	Field collections of samples for research program on metal and toxic elements in human tissues and the environment in and around Yellowknife, 1971-1972.
	Cooperated with Atomic Research Laboratory, Iowa State University, Ames.
	Met with first Minister of the Environment, Jack Davies, in Yellowknife regarding this issue and the study, 1973.
	Interviewed on CBC “As it Happens” regarding the arsenic issue.
	Organized and sponsored a nationally broadcast panel on transport of gas from the high arctic. Panel included economist Diane Cohen, Wally Firth MP, President of Polar Gas Pipelines, Inc. and others; phone-ins from throughout Canada, 1975.
	Successfully fought the Territorial practice of dumping of arctic community garbage onto sea ice.
	Drafted plan on green space in Yellowknife - Funded by Local Initiative Program grant, 1973.
	Worked with Government of Northwest Territories (GNWT) to develop first environmental legislation, 1971-1975.
	Consulting with government officials on consolidation of government departments.
	Natural history activities, including nature walks and caribou viewing.

Date	Event
1980s	Established and maintained the botanical gardens at the Northern Frontier Visitors Centre.
	Published “Under the Sun” environmental column in News/North for three years.
	Contributed to the Sustainable Development Policy of the GNWT.
	Commented on commercial caribou harvest on Southampton Island.
	Hosted the 1988 Canadian Nature Federation's Annual General Meeting.
	Natural history activities, including nature walks, caribou viewing, and the Christmas Bird Count (an annual activity with published records since 1984), nature photography.

Date	Event
1990s	Participated in the Environmental and Assessment Review Panel hearings on BHP's proposed diamond mine in the central arctic tundra.
	Participated in discussions on Wood Buffalo National Park bison control (1990).
	Participated in the development of the NWT Environmental Rights Act (1990-1991).
	Intervener for the Kigavik Uranium Mine proposal at Baker Lake (1991).
	Participated in Water Board Hearings (e.g. for mine water licenses) (1992/93).
	Participated in Arctic Ocean Dumping debate on scrap metal, in reference to Pan-Arctic land disposal on Melville Island (1994/95).
	Initiated and conducted the Yellowknife Demonstration Recycling Program for two years; successfully transitioned the program to the City of Yellowknife. Partners included: Environment Canada, local trucking companies, NWT Air, Johnson's Building Supplies, Bromley and Son. (April 1992 - March 1994).
	Completed an Environmental Evaluation Report on Izok Lake (1993-1994).
	Participated in public meetings regarding Hidden Lake Territorial Park (1993).
	Membership in Whitehorse Mining Initiative (1994 –1997).
	Slave Geological Province Public Forum related to accelerating mineral development of pristine interior tundra of NWT (1995).
	Made a presentation to Parliamentary Committee on Environment and Sustainable Development on the Lack of Effectiveness of the Canadian Environmental Protection Act, in Yellowknife. Minister Copps instructed Environment Canada to look into Giant Mines emissions (1995).
	Participated in Broken Hill Properties (BHP) Environmental Assessment and Review Panel Multi-Stage Process. Ecology North was a member of an environmental coalition with Canadian Arctic Resources Committee (CARC), Canadian Nature Federation, World Wildlife Fund, and Sierra Legal Defense Fund. Intervener funding from Walter and Duncan Gordon Foundation to Coalition (1995-1996).
	Ecology North and Dene Nation co-sponsored a public forum on BHP's Ok Tedi Mine, Papua, New Guinea. Nornet provided funding for living expenses of guests from New Guinea.

Date	Event
1990s	Involved in WWF's Endangered Spaces Campaign for several years.
	Consulted with Territorial government officials on consolidation of government departments (1996-1997).
	Participated in the development of GNWT Forest Policy.
	Participated in the environmental reviews, and intervener presentations for mineral development proposals including Diavik Diamond Mines, Snap Lake Diamond Mine, BHP Ekati Diamond Mine, and Thor Lake Beryllium Mine.
	25th Anniversary celebrations included an Ecology Fair in partnership with community groups and businesses.
	Supported the publication of the book Shield Country by Jamie Bastedo (1991).
	Co-sponsored Environment Week on Spirituality, Ethics and the Environment. Activities included workshops, panel discussions, and a community earth pageant. Brought Lee Henderson to YK from Vancouver, BC (1992).
	Production of a colour poster for Tuktut Nogait National Park Project - NWT Endangered Spaces Committee (1992-93).
	Continued to establish and maintain the Botanical Gardens Project at Northern Frontier Visitors' Centre with funding from Prince of Wales Northern Heritage Centre, City of Yellowknife, Ducks Unlimited Canada, and GNWT- Economic Development & Tourism, DIAND (1989-1995).
	Commissioned Botanical Garden paintings by Catherine Reilly. Printed as art cards that are sold as a fundraiser for Ecology North (1993).
	Organized a Yellowknife Public Forum on Recycling (April 1993).
	Ecology North web site development (1996-1997).
	Bimonthly newsletter (1996-1997).
	Botanical gardens volunteer manual and signs (1996-1997).

Date	Event
1990s	Enhancing environmental education through work with schools, teachers and youth.
	Eco-theatre presentations.
	Annual “Earth Week” educational activities, fundraising and celebration.
	Public issue discussion and video nights on relevant themes, such as globalization and free trade.
	Cooperated with Canadian Wildlife Service on Breeding Bird Survey (1995).
	Planned public education seminars on various aspects of the northern environment.
	Co-sponsored the Eskimo Curlew Recovery Project annually for three years in cooperation with the Endangered Species Recovery Fund, DIAND, GNWT, and Canadian Wildlife Service (1993-1995).
	Fundraising through sale of Birding Checklists by R. Bromley & D. Trauger (Birds of the Yellowknife Region); and by J. Sirois (Birds of the Great Slave Lake Region). Revenue from sales of the checklists donated to Ecology North by authors.
	Conducted a survey of environmental education needs in the NWT. Eco-theatre identified as a good format to use for ecological education. Funding provided by the Community Animation Program, Environment Canada (1999-2000).
	Natural history activities, including Mother's Day Bird Walk, animal tracking afternoons, nature photography, caribou viewing, winter ecology and quinsy building, Christmas Bird Count, migratory bird day mist-net banding, and trips to Fort Providence to watch the spring break-up of the ice on the Mackenzie River.

Date	Event
2000s	Organized a 3-day forum on climate change A backyard view of climate change: What's hot and what's not! in Yellowknife (2000). Forum included the participation of Elders from N'dilo and presentations from the City of Yellowknife, Environment Canada, GNWT, NWT Chief medical health officer, schools, Ecology North eco-theatre, panels of engineers from local firms, Arctic Energy Alliance, Canadian Parks and Wilderness Society, Yellowknife Seniors panel, public displays and discussions. Community Animation Program Support.
	Planned and performed an eco-theatre presentation On Thin Ice at a Climate Change Forum - 30 participants involved (2000).
	Organized community workshops on climate change in Yellowknife (2001-2002).
	Participated in a home-visit program to look at energy use in 500 homes in Yellowknife and Dettah (2002).
	Participated in the Story of the Earth school play at several schools in Yellowknife and other communities.
	Presented Muskrats, mallards and Bill MacDonald - a natural history tour of Niven Lake (old city sewage lagoon) (2001, 2003).
	Helped to organize events for a walk to work project and anti-idling campaign with Arctic Energy Alliance, and NWT Climate Change Centre.
	Solid Waste Management Forum (2003).
	Encouraged the GNWT to adopt beverage container deposit legislation.
	Participated in developing a NWT Energy Strategy, published by GNWT (2003).
	Co-sponsor of the NWT Waste Management Forum in Norman Wells, with the Dene Nation and Environment Canada (2004).
	Led the development of the Wha Ti Community Energy Plan. The Plan was printed in June 2004 (2004).

Date	Event
2000s	Partnered with Northland Utilities (Yellowknife) to offer the Appliance Rebate Program for Energy Star qualified fridges and washing machines (2005-06).
	Facilitated skill-development workshops and capacity-building for eco-theatre performances, which lead to well-attended performances each year. Supported by the Community Animation Program (2002-2004).
	Wha Ti Sustainable Community Project: A 2-year partnership with the Tlicho community of Wha Ti, the Wha Ti First Nation, and the Pembina Institute for Appropriate Development, leading to the development of the first comprehensive Community Energy Plan in the Northwest Territories.
	Promoted Environment Canada's One Tonne Challenge in Yellowknife (2004).
	Acted as the NWT host of the Canadian Climate Impacts and Adaptation Research Network (C-CIARN) (2004).
	Sustainable Living Fair at the Yellowknife Annual Trade Show (2005-2008).
	Organized the March on Edmonton for World Water Day to protest the impact of tar sands development on NWT water (2007).
	Organized a Tlicho Climate Change Conference in partnership with the Tlicho government (2008).
	Partnered with the Arctic Athabaska Council, Climate Action Network Canada, Gwich'in Council International and the Pembina Institute to organize Northern Voices conference to strengthen the voice of Northerners in sharing their perspectives on national and international climate policy (2008).
	Partnered with the Tlicho Government to create climate change adaptation plans for four Tlicho communities (2008-2011).
	Intervened in the environmental impact review (Joint Review Panel) of the Mackenzie Gas Project (2006-2010).
	Facilitated a local food production workshop series in Yellowknife in collaboration with the Yellowknife Community Garden Collective and with support from the Yellowknife Community Foundation (2008).
	Investigated and published the study Navigating the waters of change: Strengthening the capacity of NWT communities to respond to the impacts of climate change on municipal water and wastewater systems (2009).

Date	Event
2000s	Ecology North completed A study of options for a centralized composting pilot project in the City of Yellowknife in collaboration with the City, and with support from GNWT-ENR (2008).
	The Northern Voices Coalition (comprised of the partner organizations from the Northern Voices Conference) hosted the Young Leaders' Summit on Northern Climate Change in Inuvik (2009).
	EN worked with the City to implement the centralized composting pilot project, converting 550 tonnes of food waste, yard waste and shredded paper into finished compost. (2009-2011).
	Organized annual Earth Week events, including increased programming in communities outside Yellowknife, with support from GNWT-ENR.
	Collaborated with the communities of Deline, Tsiigehtchic and Wekweeti to assess the vulnerability of community water and wastewater systems to climate change impacts (2009-2010).
	Created interactive games and educational materials to raise awareness about the environmental, social and economic implications of bottled water (2009).
	Annual Fall Harvest Fair to celebrate local food production is re-started (2009 to present).
	Natural history events such as Mother's Day bird walks, nature hikes, frog walks, the Christmas Bird Count.

Date	Event
2010 to present	Developed climate change action plans for Tsiigehtchic and Fort McPherson (2010).
	Co-hosted the Climate Change and NWT Communities Conference in partnership with the NWT Association of Communities and the Pembina Institute (2011).
	Summer interns facilitate a wide variety of youth environmental education activities in collaboration with summer camps and youth organizations (2009-2011).
	Working with the communities of Lutsel K'e and Sambaa K'e (Trout Lake) to complete source water protection plans (2011-present).
	Completed a technical and economic feasibility study into creating a commercial berry orchard in the Yellowknife, N'dilo and Dettah region, which culminated in the planting of the first edible forest orchard in Yellowknife (2010-2012).
	Organized a backyard composting education program and helped to implement a program to provide backyard composters to Yellowknife residents at a subsidized rate. This project is carried out in close collaboration with the City of Yellowknife (2010-present).
	Facilitated Growing Together at Weledeh - a school garden education program to support 70+ Weledeh elementary school students in growing a garden in cooperation with adult mentors at their school community garden (2011 to present).
	Investigated the feasibility of collecting and using used vegetable oil as a fuel source for space-heating in Yellowknife (2010-2011).
	Supporting NWT community members in implementing projects to further learning and leadership development around the topic of local food production and food security (2011-present).
	Organized the first annual Handmade Festival - a celebration and sale of local, hand-made and harvested crafts and food (2011- present).
	Organized annual public education events such as Earth Week, Fall Fair, walk-to-work day, etc.

Date	Event
2010 to present	Planned the Young Leaders' Summit on Northern Climate Change 2011 in conjunction with the Northern Voices Coalition (Arctic Athabaskan Council, Canadian Action Network, Dene Nation, Gwich'in Council International, and the Pembina Institute) (2011).
	Organized the dish rental and washing station, and coordinated waste diversion activities at Folk on the Rocks.
	Worked with the City of Yellowknife to expand the YK Composting Program to a Citywide compost collection program (2013-present).



Photo by: Jennifer Broadbridge