



This symposium was hosted by the Archipelago Management Board in November 2020.

Archipelago Management Board
Gwaii Haanas National Park Reserve, National Marine Conservation Area Reserve, and Haida
Heritage Site
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Layout: Peter Moore

## **Overview**

On November 16-18, 2020 the Archipelago Management Board (AMB), Council of the Haida Nation, Canada Wildlife Service, BC Parks, BC Ministry of Forests, Lands and Natural Resource Operations and Rural Development Contacts, and Parks Canada conducted the Invasive Alien Mammal Management Symposium, Gwaay.yaay k'aaysguuxan hla Ilgaay gwii sdiihlda - Restoring balance to the whole of the islands. This symposium was hosted by the AMB as part of the Conservation and Restoration program funding to Gwaii Haanas for work on invasive deer.

The purpose of the symposium was:

- To create a shared, clear and islands-wide vision for management of selected terrestrial mammalian Invasive Alien Species (IAS) (focus on Rats, Deer, Raccoons and Beaver) to guide future collaboration and action on Haida Gwaii.
- To identify members of the Haida Gwaii Mammalian Invasive Alien Species Technical Working Group to implement the vision and identify their initial goals.

All sessions took place virtually over videoconference. Nearly 50 participants attended the symposium from organizations with land management responsibility and organizations with research or business interests that aligned with the symposium goals, and 19 speakers gave presentations. The presentations were video recorded and summarized in graphic recordings.

The presentations and video recordings are stored here:

- < https://drive.google.com/drive/folders/1aO6UY0T9oZnANKkgjoCPRP0KbPWu6737?usp=sharing >
- < https://drive.google.com/drive/folders/1i71W1esl\_J9j2eTD8PGhVDvvKKC47zW6?usp=sharing >
- < https://drive.google.com/drive/folders/1wYaV3RfcuFSHGOebB7xDv6vpOWjaHoxM?usp=sharing >

The symposium began with a public presentation attended by as many as 170 guests and presenters, to give the interested public a sense of how IAS have changed the cultural, ecological and economic values of Haida Gwaii and how restoration could create a brighter future.

The main part of the symposium ensued, with presentations on the planning context, community engagement, impacts of IAS, genetics and emerging technology, and economic opportunities of IAS management.

The group considered and revised a proposed vision statement for IAS management, and identified next steps to move toward realizing the vision.

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## The Need for a Shared Vision

The AMB identified the need for a shared vision of IAS management to enable collaboration and take a comprehensive, islands-wide approach at IAS to protect and restore cultural, ecological and economic values of Haida Gwaii. The AMB intended to provide the necessary information to inform the vision and gain agreement among the relevant organizations to share the vision and act to realize it through this symposium. The information gaps to be addressed by the symposium presenters were identified with a targeted interview process in early 2020.

The function of a vision is to **grab the attention** of the people and **pull them toward the future** to participate in realizing the vision.

The statement of the compelling vision of the future as you desire to see it needs then to be followed with a plan to pursue the vision and a structure and process to develop and implement the plan.

## **Presentations**

#### Ernie Gladstone opened the Story of How the Symposium Came to Be.

- We are at a crossroads with IAS
- We are at a pause with new projects to re-establish a clear direction
- Need for an islands-wide approach
- Guidance and advice from the symposium participants
- Support from all levels of government, interagency approach
- Desired outcomes of the symposium:
  - Islands-wide vision
  - How to work together to implement the vision

#### **Cindy Boyko** provided direction for the symposium.

- We have learned a lot and have a lot to learn about restoration
- We need to tackle the question about where do we go from here
- The questions are difficult, with complicated relationships between IAS and culture and resource values (e.g. deer)
- Joining is the only way forward on this Earth, sharing what we know and caring for each other

#### Gaagwiis Jason Alsop spoke of the Traditional Governance and Guidance for IAS work

- IAS work is some of the most challenging and soul-searching work of our nation and on Haida Gwaii
- Management of IAS is another level than managing human impact, which humans can simply stop if they decide to end the impact. IAS work requires deliberate action to address, not simply ceasing an activity
- This work goes to our role in the ecosystem, providing the opportunity to reflect and question everything
- The Haida Land Use Vision and Gwaii Haanas Land-Sea-People Management Plan have guiding principles; this work needs to lean back and rely on these principles
- Yahguudang Respect —how to be respectful to the animals we want to remove, how to treat them, how to talk about them, how to respect non-target species, and how to respect the people doing this dangerous and arduous work
- **Laa guu ga <u>kanhlins</u>** Responsibility—to be the stewards of our territory, to each other, to other beings, to pass along culture
- Gina 'waadluxan gud ad kwaagid Interconnectedness—complex relationships, look at all sides
- **Giid tlljuus** Balance—striving to achieve, the past and the realistic future, the relationships and the opportunity for people in this work and balance the perspectives, local observations have value
- Challenge assumptions—ecosystem response, prey-predator relationships, human interactions, our interests as humans in this kind of work, our food sources, ability to perpetuate our culture, career success, academic reputation, opportunity to make money—lay our interests on the table
- Be open to leave behind what has not worked
- Truly bring these principles to bring a vision that strikes the balance

### Laanas Tamara Davidson provided context on the land use planning that has gone on before

- Haida Land Use Values provides guidance on what to do; how we derived it was from talking to all the people
- We are looking forward—the physical and spiritual relationships which forms our culture
- Interconnectedness of native species and negative impacts of IAS are important to consider
- Traditional plants are a part of our culture and our future
- People with attachments to the land will be the ones who move us into the future

#### Gerry Morigeau evaluated the impact of IAS on the six values of Haida Land Use Values

- Tsuuaay Cedar
- Tsiin Salmon

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- Taan Black Bear
- Xiit'lit Birds
- Kil Plants
- Sk'waii Beach
- He noted the inherent risk of the shifting baseline where people living on island now may not
  even realize what has been lost as the recollection of what was there passes out of living
  memory.

And explained that IAS management will require

- Biosecurity
- Restoration
- Mitigation

Ernie Gladstone described the connection to the Gwaii Haanas Gina 'Waadluxan KilGuhlGa Land-Sea-People management plan to IAS management. There are two specific mentions on invasive species he noted in the LSPP

Mariam Latofski-Robles described how engaging the entire community in biosecurity actions has succeeded on several islands in Mexico and on how a "rat spill' response can function and the challenges associated with it.

Held workshops with all sectors of the local communities

- Identified conservation targets
- Evaluated invasion pathways
- Developed a biosecurity strategy

To implement the strategy:

- Create capacity
- Use adaptive management—evaluation and planning update

Communication strategies have a narrow message and broad channels Community support is key and takes time to build.

Paolo Sposimo presented experience of large-scale IAS work on islands in Italy.

- Plan at the archipelago scale
- Large, inhabited islands are challenging
- Biosecurity is key
- Active participation of local people in the eradication is key
- Reducing food sources
- Detecting surviving rats
- Individual bait station maintenance
- Benefits to local people—reduction of rodenticide, disease
- Meet face-to-face with all folks in critical situations
- It's their eradication, not ours

Jean-Louis Martin reported on three decades of research on deer on Haida Gwaii.

- Obvious declining ecological trajectory in the absence of deer management
- Populations are maintained by canopy fall and intertidal browsing
- All native taxa are impacted and the impacts do not appear to plateau through time
- Soil profile is impaired with decreased depth, changes in nutrients and increased soil acidity in the presence of deer

**Miranda Post and Kii'iljuus Barbara Wilson** described their experiences working with communities on Haida Gwaii.

- Communicate early and cultivate champions
  - Those with respected opinions, knowledge holders
  - Start with an idea and be open to change and respect the possibility of hearing "no"
- Partnership and engagement work
  - Communicate project goals early in the process

- Co-develop and manage the project
- Engagement and outreach are different
- Adapt, listen, adapt
- Use appropriate language and stunning visuals
- 7<sup>th</sup> grade reading level
- Photos and video
- Avoid loaded words
- Say thank you
- Share credit
- Acknowledge gratitude
- Offer appropriate gifts

#### David Bradley reported his research on raccoons in Haida Gwaii.

- Not much capture recorded presently as the pelts have no value
- Can swim 1km
- Engage in excess killing
- Cause of seabird colony abandonment in 5 of 7 known cases
- Pulse control periodically can be effective in providing temporary protection to seabird colonies

#### Chris Ashurst reported on the work of BC Parks on Haida Gwaii.

- BC Parks works with the Haida Nation on protecting key ecological & cultural values on Haida Gwaii.
- A key part of this work is surveying for & monitoring invasive species.
- Beaver: Management plan for Mayer Lake is likely to be occurring in the near future.
- Deer
- Raccoon
- Rats BC Parks continue to monitor Langara, but are looking to build out a rapid response plan

#### **Leandre Vigneault** described the effects of **beaver** on salmon.

- Reduction of salmon spawning habitat, already limited amount of gravel buried by sediments
- Loss of access to upstream spawning areas, blocked by beaver dams
- Loss of riparian vegetation due to cutting and consumption
- Change in hydrology, with larger areas of standing water replacing terrestrial and riparian habitat

**Laurie Wilson** described the status of **burrow-nesting seabirds** (susceptible to depredation by rats) on Haida Gwaii for which there is good global population data. The invasion of rats to Ramsay is particularly worrying since its seabirds drive much of the positive population gain that has been observed for Ancient Murrelets and Cassin's Auklets.

Many species experience less than 100% recovery after rodent eradications—what else is limiting the recovery of these populations?

**Peter Sinkins** outlined a **biosecurity strategy** to prevent invasions and re-invasions on high-value (seabird) islands

- Prioritizing islands for monitoring and management depending on probability of invasion or reinvasion
- Collecting data from camera monitoring stations
- Swimming distances of Norway rats and black rats indicate risk depending on proximity of seabird islands to source island
- What is known about interspecies competition between Norway and black rats?
- Why are no rats found in the interior of Moresby Island (where martens are present)?

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# Mike Russello and Brock Burgess discussed using genetic techniques to evaluate invasion pathways of IAS.

- Genomics can tell that rats have heavily structured populations amongst islands pointing to their relatively low dispersal
- Origin of invasion research shows that there are at least two rat introductions with one in the late 1800s and one around 2000
- Implications for biosecurity and planning of eradications are that there are defined eradication units that may allow for a successful removal since it is on the scale of the IAS movement
- Analysis of failed eradications was done to determine origin of invading rats and to confirm whether it was survival of the old population or a reinvasion
- Deer populations on Haida Gwaii have very low structure genomically showing their high dispersal ability. There are a few islands with isolation that could work for eradication, but generally reinvasion will occur
- Reinvasion potential able to be estimated through modelling
- When to cease culling can be determined with genetic data which has the advantage of working on the time scale of a management action (as opposed to plants which do not match that timescale)

#### **Ruth Wheadon** spoke about the **economic opportunities** of IAS management.

- Baru Farm
  - Deer processing
  - Venison distribution
- Majority of off-island hunters spend money on travel
- Legal and regulatory challenges will need to be solved to have a commercial market

#### Jordan Munn told his story about IAS management as a business career.

- A species may be viewed as a pest or as a resource depending on accessibility and impact
- Pest detection dogs are key
- Employment opportunities exist on Haida Gwaii but professional hunters would have to commit (10y for a dog) and gain experience elsewhere

## **Elements of the Vision**

Peter Sinkins and the AMB provided a working draft of the vision, which the group considered and offered improvements (please see Annex Three). Peter and Robyn Irvine compiled the suggestions and returned with this statement of the vision:

- Inspired by Haida values of respect, interconnectedness, responsibility, and balance, the people of Haida Gwaii together confront the known threats of invasive species.
- Haida Gwaii, free of the impacts of IAS, will once again grow giant cedars for canoes and dens for bears, have a rich array of native plants for food and medicine, have flourishing seabird and songbird and insect populations and will have rich places for the youth and elders of all Haida Gwaii residents on which to give and receive.
- We envision the elimination of the unwanted impacts of beaver, deer, rats and raccoons by 2060 through sustained, sustainable and thoughtful effort.
- We choose to not suffer the continued and ongoing impacts of the cultural and ecological losses known to result from invasive alien species by acting now.
- We envision the strong island spirit of resilience and collaboration reaching out to the global community and building rich economic and cultural solutions that benefit the people of Haida Gwaii in responding to the challenge of invasive species.
- We envision strong, community-built and well supported biosecurity to prevent new invasions and maintain the gains we have attained.

After another round of suggestions from the group, this version surfaced:

- Inspired by Haida values of respect, interconnectedness, responsibility, and balance, the
  people of Haida Gwaii together confront the known threats of invasive species to restore the
  natural balance.
- In time, Haida Gwaii, free of the impacts of IAS, will once again grow giant cedars for canoes and dens for bears, have a rich array of native plants for food and medicine, have flourishing seabird and songbird and insect populations and will have rich places for the youth and elders of all Haida Gwaii residents on which to give and receive.
- We envision relief from of the unwanted impacts of beaver, deer, rats and raccoons by 2060 through sustained, sustainable and thoughtful effort.
- We choose to reverse the continued and ongoing impacts of the cultural and ecological losses known to result from invasive alien species by acting now while we still have time.
- We envision the strong island spirit of resilience and collaboration sharing with the global community and building rich economic and cultural solutions that benefit the people of Haida Gwaii and the continuance of our culture and ecological wholeness in responding to the challenge of invasive species.
- We envision strong, community-built, community-driven and well supported biosecurity to
  prevent new invasions and to protect the gains we have attained with the energy and capacity
  to carry on into the future.

To put the vision into action, the group reviewed this slate of activities for the AMB's consideration:

- We will establish a steering committee with representation solicited from all land management and governments working on the unceded territory of the Haida Nation that will use this vision to support and guide the technical working group.
- We will establish a technical working group that will research, communicate and develop options for the community to select to meet the goals of the vision.
- That governance authority will be sought to support this vision and the steering committee and technical working group so there is the support to carry on this work in the sustained and long-term way it requires.

# **Conclusion**

The group discussed ideas for making a positive difference moving forward. Recognizing repeated efforts to establish an IAS and citing a plan from 2003, several participants expressed interest in seeing concerted efforts and desired success stemming from this symposium.

- Be open to including other invasive alien mammal species in the upcoming planning. There may be opportunities to address other IAS while working on beaver, deer, raccoons and rats
- Draw on previous experience with IAS activities on Haida Gwaii—technical, communication, community engagement and funding
- Commit sufficient capacity, including a dedicated source of long-term, dependable funding and dedicated staff, at least one full-time leader from the community who can head up the effort, attract key agencies and individuals and keep moving toward the vision
- Align terrestrial IAS work with similar efforts in the marine environment
- To the extent possible, engage everyone on Haida Gwaii in restoring the islands to an original future, giving everyone an opportunity to become part of the effort to restore balance to the islands

# **Next Steps**

- Ernie Gladstone explained that AMB members will convene with the results of this symposium to make decisions about establishing the structure and process for moving forward.
- In addition, the AMB will circulate a final draft of the vision statement to the participants of this symposium.

# **Acknowledgements**

Barbara Wilson <u>K</u>ii'iljuus, who opened and closed each day's session.

Sacred Knowledge Holders Gaajiiaawa Linda Tollas and Margaret Edgars who attended the symposium

#### **Planning Team**

Stephanie Fung: public outreach, participant contact, logistics coordination Robyn Irvine: project management, agenda design, agency contact

Peter Moore: technical assistance
Will Murray: agenda design, facilitation
Christine Pansino: contracting

Miranda Post: media relations, agenda layout Kara Sievewright: graphic recorder

Peter Sinkins: agency point of contact, presenter, session recording

Nadine Wilson: agenda design

#### **Presenters**

(in order of appearance in the agenda)

Andrew S. Wright, Conservation and documentary photographer

Kii'iljuus Barbara Wilson, AMB

Nancy Turner, University of Victoria

Cindy Boyko, AMB

Ernie Gladstone, AMB

Gaagwiis Jason Alsop, President of Council of the Haida Nation Laanas Tamara Davidson, Former co-director of Haida Land Use Vision process

> Gerry Morigeau, Council of the Haida Nation Mariam Latofski-Robles, Conservación de las Islas

> > Paolo Sposimo, Nemo Ltd.

Jean-Louis Martin, Université de Montpellier

Miranda Post, Gwaii Haanas

David Bradley, Birds Canada

Chris Ashurst, BC Parks

Leandre Vigneault, Marine Toad Enterprises

Laurie Wilson, Canadian Wildlife Service

Peter Sinkins, Gwaii Haanas

Mike Russello, University of British Columbia Okanagan

Brock Burgess, University of British Columbia Okanagan

Gregg Howald, Coastal Conservation Ruth Wheadon, BARU Enterprises Jordan Munn, Trap and Trigger

# **Annex One: Symposium Agenda**

Speaker: Will Murray

### Haida Gwaii Invasive Alien Mammal Management Symposium

November 16-18, 2020 (Due to CoVid-19 this event will take place online)

### **Symposium Vision of Success:**

- Create a shared, clear and islands-wide vision for management of selected terrestrial mammalian Invasive Alien Species (IAS) (focus on Rats, Deer, Raccoons and Beaver) to guide future collaboration and action on Haida Gwaii.
- · Identify members of the Haida Gwaii Mammalian Invasive Alien Species Technical Working Group to implement the vision and identify their initial goals.

Symposium facilitation team: Facilitator: Will Murray; Graphic Recording Artist: Kara Sievewright; Facilitation support: Stephanie Fung; Technical support: Peter Moore

Day 1 - November 16, 2020		
13:00-14:00	Speakers Series: Gwaay.yaay <u>k</u> 'aaysguu <u>x</u> an hla Ilgaay gwii sdiihlda Restoring Balance to the Whole of the Islands. A public event on what we have lost and what can be gained through restoration projects. Speakers: <u>K</u> ii'iljuus Barbara Wilson, Dr. Nancy Turner, Andrew Wright	
14:00-14:45	Break.	
14:45-15:00	Symposium start - Login to Zoom link designated for Symposium	
15:00- 15:05	<b>Opening Prayer</b> Speaker: <u>K</u> ii'iljuus Barb Wilson	
15:05-15:20	<b>Opening discussion:</b> symposium goals, code of conduct, agenda Speakers: Facilitator Will Murray	
15:20-15:30	Story of how the Symposium came to be Speakers: Ernie Gladstone, Cindy Boyko	
15:30-15:45	<b>Traditional governance and guidance</b> for IAS work Speaker: Gaagwiis Jason Alsop	
15:45-16:30	<ul> <li>Planning context for the Symposium</li> <li>Historical work on Invasive Alien Species (IAS)</li> <li>Haida Land Use Vision (HLUV): scope, goals, connections</li> <li>Gwaii Haanas Gina 'Waadluxan KilGuhlGa Land-Sea-People Management Plan Speakers: Tamara Davidson, Gerry Morigeau, Ernie Gladstone</li> </ul>	
16:30-16:45	Presenting a draft IAS vision statement Speakers: Ernie Gladstone, Cindy Boyko	
Day 2 - November 17, 2020		
09:05-09:15	<b>Opening prayer</b> Speaker: <u>K</u> ii'iljuus Barb Wilson	
09:15-09:25	Day 1 review – A recap of yesterday; draft AMB vision restated, code of conduct refresher; review goals	

09.23-09.33	programs in Mexico; incursions and invasions, community engagement lessons Speaker: Mariam Latofski-Robles	
9:55-10:20	Creating a vision for large scale conservation in Italy: building community buy-in Speaker: Paolo Sposimo	
10:20-10:40	Health Break	
10:40-11:15	<b>Draft IAS vision statement (discussion #1)</b> - discuss draft IAS vision statement in the context of morning presentations Speakers: Will Murray and all participants	
11:15-11:30	<b>Deer on Haida Gwaii: Lessons learned</b> - challenges posed by deer to ecological integrity Speaker: Jean Louis Martin	
11:30-12:00	<b>Community communications: Lessons learned -</b> what we have learned about engagement, outreach and messaging on Haida Gwaii Speakers: <u>Kii'iljuus Barbara Wilson &amp; Miranda Post</u>	
12:00-13:00	Lunch Break	
13:00-13:05	Sign back in to Zoom	
13:05-14:20	<b>Draft IAS vision statement (discussion #2)</b> –Consider what the AMB has developed thus far. Incorporate perspectives from today's speakers. Discuss and modify with regards to the work of your own organizations. Think about the structure of an all- islands vision and nested visions for particular governments or groups. Question: Does the vision stand? <i>Speakers: Will Murray and all participants</i>	
14:20-14:35	Health Break	
14:35-15:05	Raccoon management and IAS management in BC Parks Speakers: David Bradley, Chris Ashurst	
15:05-15:20	Beaver interaction with fish Discussion led by Leandre Vigneault	
15:20-15:35	<b>Questions catch up</b> – any additional questions from afternoon session? Speakers: Will Murray and all participants	
15:35-16:30	Day 2 roll up – evaluation of vision with Beaver/Racoon information and rest of day two information. Summarize and review tomorrow's agenda Speakers: Will Murray and all participants	
Day 3 - November 18, 2020		
09:05-09:15	<b>Opening prayer</b> Speaker: <u>K</u> ii'iljuus Barb Wilson	
09:15-09:45	<b>Day 2 review</b> : walk through goals and code of conduct and agenda; lightning review of previous discussions. Does the vision still stand? Speaker: Will Murray	

Biosecurity and community buy-in from Mexico: examples of biosecurity

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09:25-09:55

9:45-10:05	<b>Seabirds</b> – global importance of Haida Gwaii and impacts of IAS on seabirds– Speaker: Laurie Wilson
10:05-10:25	<b>Biosecurity – What are we learning in Gwaii Haanas?</b> A snapshot of the preliminary outputs from our camera monitoring program; next steps <i>Speaker: Peter Sinkins</i>
10:25-10:45	Health Break
10:45-11:10	<b>Genetic findings from rats and deer -</b> What do we know from the DNA work on Haida Gwaii? How much do deer and rats move, and what are some implications for restoration? Speakers: Dr. Mike Russello, Brock Burgess
11:10 – 11:30	<b>Emergent technologies in island conservation</b> - What technologies can support biosecurity planning for Haida Gwaii? Speakers: Gregg Howald
11:30-12:00	<b>Draft IAS vision statement (discussion #3)</b> – Considering what we have learned thus far regarding biosecurity, genetics, emergent technologies, does the vision still stand? Speaker: Will Murray
12:00-13:00	Lunch Break
13:00-13:05	Sign back in to Zoom
13:05-13:25	<b>Further review and discussion</b> – Continued discussion of vision statement and questions.  Speaker: Will Murray
13:25-14:00	<b>Economic opportunities linked to IAS</b> – What are the potential economic benefits of restoration? Speakers: Ruth Wheadon, Jordan Munn
14:00-14:45	<b>Draft IAS Vision statement (discussion #4)</b> - review and discuss Speaker: Will Murray
14:45-15:00	Health Break
15:00-16:15	Final revisit of draft IAS Vision statement - Summarize and identify technical working group members, steering committee members and preliminary schedule of meetings for the next year. Summary of themes and goals. Identify next steps and initial goals for working group.  Speakers: Will Murray and all participants
16:15-16:30	Closing Prayer Speaker: <u>K</u> ii'iljuus Barb Wilson

## **Annex Two: Attendee and Speaker List**

### Technical Experts - Attendees List

#### Council of the Haida Nation

- Gaagwiis Jason Alsop, CHN President
- Ginn wadluu un uula isdaa ayaagang Trevor Russ, CHN Vice-President
- Shawn Cowpar HNRC representative
- Stu Crawford, Marine Planning Program, EBM Monitoring Coordinator
- Gerry Morigeau, Protected Areas **Operations Manager**
- Jonas Prevost, Stewardship Technician
- Laurie Whitehead. Heritage and Natural Resource Department, Program Manager

#### Haida Gwaii Local Governance

- Duffy Edgars, Old Masset Village Council
- Patrika McEvoy, HNRC representative, Old Massett Village Council
- Trent Moraes, HNRC representative, Skidegate Band Council

#### Haida Gwaii/QCI Land Use Planning Process

• Laanas Tamara Davidson, Former Co-chair

#### Haida Gwaii Watchmen Program

- Upsy Moody, Manager,
- Carol Crosby
- David Dixon

#### Haida Gwaii Sacred Knowledge Holders

Day One

Andrew S. Wright, Vancouver, BC

Margaret Edgars

Nation, Haida Gwaii

Gaajiiaawa Linda Tollas

#### Gwaii Haanas Archipelago Management Board

- Cindy Boyko, CHN Rep Ernie Gladstone, PCA Rep
- · Colin Masson, DFO Rep
- Alfred Setso, CHN Rep
- Kii'iljuus Barbara Wilson, CHN Rep

#### Gwaii Haanas & Parks Canada

- · Robyn Irvine, Restoration Ecologist Protected Areas Establishment and Conservación de las Islas, Mexico Conservation
- Miranda Post, Public Relations and Communications
- Pete Sinkins, Ecologist Team Leader
- Nadine Wilson, Project Manager, Conservation Restoration Gwaii Haanas
- Basia Wojtaszek, A/Resource Conservation Manager

#### **BC Parks**

- Chris Ashurst, Senior Park Ranger
- Erica McClaren, Conservation Specialist
- Lucy Stefanyk, Area Supervisor

#### Canadian Wildlife Service

- Kevin Fort, Manager
- Mark Hipfner Wildlife research scientist
- Greg McClelland, Wildlife biologist
- Laurie Wilson, Wildlife biologist
- Kerry Woo, Habitat restoration biologist

#### MFLNRORD

- Sean Muise, Stewardship Officer
- Christine Rock, Ecosystems **Biologist**

Mariam Latofski-Robles,

Berry Wijdeven, Senior Marine Policy Analyst

Day Two

### **BARU Enterprises**

Ruth Wheadon

### **Birds Canada**

- David Bradley
- Pete Davidson

#### Coastal Conservation, BC

Gregg Howald

- Mariam Latofski-Robles
- Federico Mendez-Sanchez

#### Laskeek Bay Conservation Society (HG)

- Jacques Morin
- Jake Pattison
- · Keith Moore

#### Independent Biologist

Neil Pilarim

# Marine Toad Enterprises, Haida

- · Leandre Vigneault
- · Nemo Ltd, Italy
- Paolo Sposimo

#### Research Group on Invasive Species (HG)

- Tony Gaston
- Jean-Louis Martin

#### Trap and Trigger, New Zealand

Jordan Munn

#### **UBC-Okanagan**

- Dr. Mike Russello, Professor, Conservation and Population Genetics
- Brock Burgess, Ph.D. candidate, Conservation and Population Genetics

Laurie Wilson, Canadian Wildlife

Day Three

#### Kii'iljuus Barbara Wilson, AMB, Conservación de las Islas, Mexico Service, Vancouver, BC Haida Gwaii Paolo Sposimo, Nemo Ltd., Italy Peter Sinkins, Gwaii Haanas, Haida Nancy Turner, University of Victoria, Jean-Louis Martin, Université de Gwaii Montpellier, France Mike Russello, UBC, Kelowna, BC Cindy Boyko, AMB, Haida Gwaii Kii'iljuus Barbara Wilson, Council of **Brock Burgess,** Ph.D. candidate, UBC, Kelowna, BC Ernie Gladstone, AMB, Haida Gwaii the Haida Nation, Haida Gwaii Gaagwiis Jason Alsop, President, Miranda Post, Gwaii Haanas, Haida Gregg Howald, Coastal Conservation, Council of the Haida Nation, Haida Kelowna, BC Jordan Munn. Professional Hunter. Gwaii David Bradley, Birds Canada, Delta, Laanas Tamara Davidson, former co-Trap and Trigger, NZ chair of land use planning, Council of Chris Ashurst, BC Parks Ruth Wheadon, BARU Enterprises, the Haida Nation Leandre Vigneault, Marine Toad Haida Gwaii Gerry Morigeau, Council of the Haida Enterprises, Haida Gwaii

### **Annex Three: Visuals**





























