



# PACTeam

C A N A D A

PEOPLE. RESOURCES. PROCESS. POLICY

**CORPORATE PROFILE**

**2010**

# ABOUT US

PACTeam is a professional services consultancy group integrating expertise in development and change processes. Our mission is to empower people, organizations, government and industry to take control of their situations, relations and resources. We contribute to local empowerment through capacity building; engaging communities, governments, industry and organizations in collaborative processes; and by providing technical expertise to support informed and transparent decision-making.

Our approach is both holistic and participatory. We combine our technical knowledge of the social and natural sciences with a joint learning

perspective to facilitate our clients in working more effectively with each other and their resources. Such an approach recognises the interconnection of natural and man-made systems and places people at the forefront of the issues.

To provide our partners with the best possible services and products, PACTeam Canada Inc. is fully equipped with the necessary equipment to produce, transfer, share, and present information in a variety of popular formats.

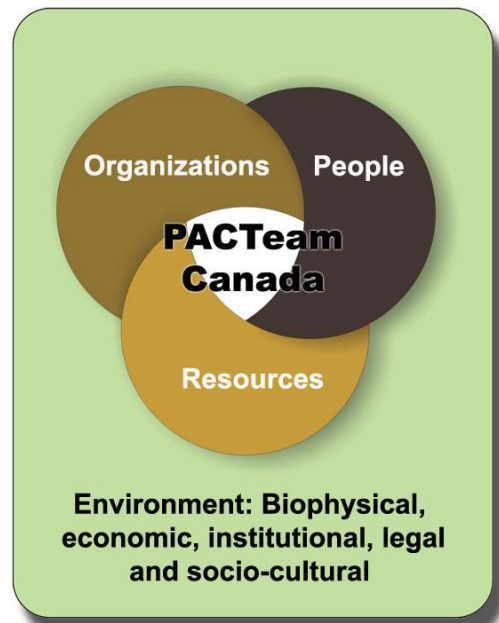
Established in 2002, PACTeam Canada Inc. is a 100% Canadian owned and operated company.



# OUR ROLE

PACTeam Canada facilitates the interaction of the three components of development— people, organizations and resources— working with clients to explore the dynamic biophysical, economic, institutional, legal and socio-cultural environment within which they operate.

This concept and the situational knowledge it generates, makes a beneficial contribution to sustainability and offers our partners an integrated, holistic development approach.



# OUR PHILOSOPHY

All of our activities are guided by a set of core values:

- **All natural things are inter-connected**, and therefore must be managed as a whole
- **The integration of indigenous and scientific knowledge** results in enhanced management practices
- **Joint learning, sharing and capacity building** among all parties in the process is a key to success
- **Doing things with people and organizations** is better than doing things for people and organizations
- **Open and honest communication** and information development results in informed decision-making
- **Outside parties can offer valuable insight** into processes, situations and challenges



# OUR EXPERTISE AND SERVICES

Our services and expertise focus on people, their relationships to one another, their environments, livelihoods and resources; and focus on:

- Environmental Planning and Management
- Cultural Resource Assessment and Management
- Capacity Building, Training and Education
- Stakeholder Consultation and Communication
- GIS and Information Management Systems

With highly skilled individuals, including natural resource managers, GIS specialists, economists and cultural ecologists, who each possess advanced academic training and extensive and

varied practical experiences, PACTeam Canada Inc provides the above services through various tools, such as:

- Community, Land Use, and Protected Areas Planning
- Traditional Land Use and Occupancy Studies
- Aboriginal Consultation
- Design and Delivery of Participatory, Results Oriented Workshops
- Training and Skill Development Programs
- Moderation, Facilitation, and Mediation amongst Conflicting Interest Groups

## ENVIRONMENTAL PLANNING AND MANAGEMENT

Based on principles of ecology, environmental management refers to the strategic management of interactions between people and their impact upon the environment. PACTeam provides client support in the identification of challenges and resolution of management conflicts arising during environmental management planning, the establishment of environmental management systems, implementation processes, as well as in the evaluation of such management practices.

## CULTURAL RESOURCE ASSESSMENT AND MANAGEMENT

PACTeam supports Aboriginal communities and other stakeholders with their planning, implementation and monitoring in relation to cultural resource assessment and management through such projects as traditional use and occupancy studies and community cultural mapping initiatives. These processes are of paramount importance for integrated land use planning and management, industrial development, as well as for the identification and establishment of protected areas.

## CAPACITY BUILDING, TRAINING AND EDUCATION

Capacity is the ability of organizations and individuals to set and achieve their objectives and face challenges. Enhancing capacity is an essential component of any sustainable strategy. PACTeam provides this service at a variety of scales. Using existing capacities as a starting point, we develop programs to train people in specific tasks and develop skills that enable organizations to move into the future.

## STAKEHOLDER CONSULTATION AND COMMUNICATION

Consultation and communications are key aspects of all development and planning initiatives. Efficient, appropriate, effective communication is essential when looking across cultures and between sectors. For PACTeam, consultation is about creating two-way communication opportunities, through such means as result oriented participatory workshops. These opportunities must allow for joint exploration of the issues and perceptions of the parties to manage conflicts and result in actions that improve the situation.

## GIS AND INFORMATION MANAGEMENT SYSTEMS

Maps and graphics help make sense of complex situations and volumes of data, while respecting the confidential nature of some information. PACTeam has developed expertise in presenting information in non-traditional formats that appeal to a wide range of audiences. We assist clients in the collection of data, and in the analysis, interpretation and presentation of the resultant information.

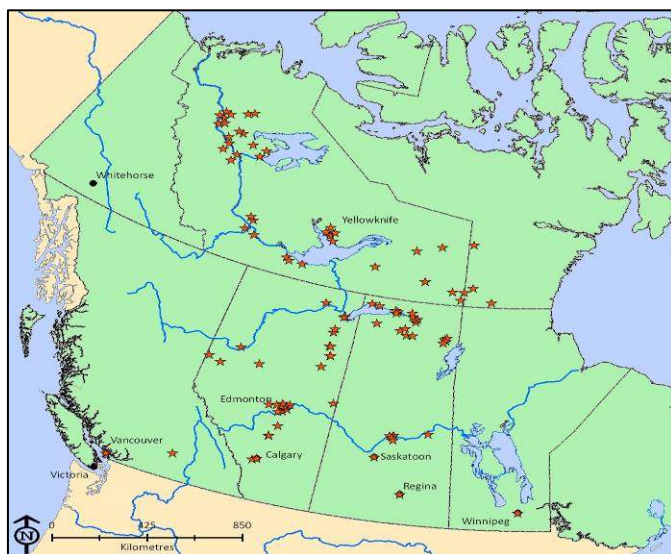


# OUR PARTNERS

Over the past eight years we have successfully completed over 50 projects in partnership with more than 25 organisations including:

- Alexander First Nation
- Alexis Nakota Sioux First Nation
- Athabasca Denesuline Negotiation Team
- Athabasca Interim Land Use Planning Advisory Panel
- Canadian Parks and Wilderness Society
- City of Fort Saskatchewan
- City of Red Deer
- City of Grande Prairie
- County of Grande Prairie No.1
- Municipal District of Greenview
- Deh Cho Land Use Planning Committee
- Ducks Unlimited Canada
- Duncan's First Nation
- Edmonton Joint Planning Committee on Housing
- Forestry Corp.
- Government of Alberta, Ministry of Aboriginal Relations
- Government of Canada, Parks Canada
- Government of Canada, Office of Indian Residential Schools Resolution
- Government of Canada, Department of Indian Affairs and Northern Development
- Government of Canada, Canadian Wildlife Service
- Government of Saskatchewan, Saskatchewan Environment
- Government of the Northwest Territories, Department of Resources, Wildlife and Economic Development
- Jean Marie River First Nation
- K'asho Go'tine Cultural Institute
- Kodiak Resources Ltd.
- Lidlii Kue First Nation
- Mikisew Cree First Nation
- NWT Protected Areas Secretariat
- Prince Albert Grand Council
- Riverside Forest Products Limited
- Sahtu Land Use Planning Board
- Sahtu Renewable Resources Board
- Sturgeon County and Region
- Tulita Dene Band Council
- World Wildlife Fund

PACTeam derives its name from the phrase 'Partners for Action' as a Symbol of our commitment to working in partnership with our clients



Location of PACTeam Canada Projects

# RECENT PROJECTS

## PEOPLE AND PROTECTED AREAS



Planning and developing protected areas is key to local and national conservation efforts and the sustainable development of natural resources. In many situations it is also an important step in strengthening local rural populations by ensuring food security and in preserving the cultural and historic values of local Indigenous populations. Since 2002 PACTeam has worked with communities in identifying and developing protected areas, guided by principles that include: the incorporation of traditional knowledge and resource management practices into the identification and management of areas, sustaining biodiversity across landscapes, maintaining connectivity corridors and buffering sensitive areas. One of our main focuses is to ensure that local community voices and socio-cultural issues remain at the forefront.

### **NWT Protected Areas Strategy**

In the Northwest Territories PACTeam works with the Protected Areas Strategy (NWT PAS) and its partners, local communities and organizations to provide advice on strategy development to secure full protected area status for various candidate protected areas in the NWT. Specifically, PACTeam consulted with local community members to identify potential protected areas important to their culture, heritage and food security; compiled information packages on areas and people that include scientific and community-based

information; designed and facilitated community and working group meetings and workshops; developed and delivered a training programme for local community coordinators and researchers; compiled sections of Interim Land Withdrawal Application package (granted by the Federal Government in November 2007 for an area of 15,000 km<sup>2</sup>), and drafted proposals requesting sponsorship of areas by government departments. We advised on actions concerning the collection and analysis of traditional land use information and community participation; and carried out the collection, documentation and analysis of traditional knowledge and land use information.

### **The Athabasca Denesuline**

The traditional territory of the Athabasca Denesuline includes areas of Northern Saskatchewan, south eastern Northwest Territories and Southern Nunavut. The Athabasca Denesuline have since time immemorial used and occupied lands that correspond to the range of the Beverly-Qamanirjuaq caribou herds. Their relationship with these caribou herds spans thousands of years. Present day communities include the Black Lake, Hatchet Lake, and Fond du Lac First Nations. The Athabasca Denesuline have a vision of maintaining their cultural identity and strengthening their communities through the designation of protected areas, and in the sustainable development of the land and resources. PACTeam has assisted the

Athabasca Denesuline as they move towards their conservation goals by providing technical assistance with land use planning; through research and advice related to parks and protected areas components of land claim negotiations and the collection of biophysical, economic, management and cultural information. We have developed a GIS and map atlas covering their traditional territory north of 60° and have conducted on-the-ground location and recording of cultural sites and places; analysed existing economic, ecological and traditional land use information to create a picture of special cultural places north of 60°; and finally have designed, delivered and followed-up on a protected areas workshop carried out with local communities.

### **Parks Canada**

The Canadian National Parks System comprises some of the world's most outstanding natural jewels; representing natural landscapes and natural phenomena that occur in Canada's 39 natural regions. Parks Canada (PC) is responsible for both protecting the ecosystems of these magnificent natural areas and managing them for visitors to understand, appreciate, and enjoy in a way that does not compromise their integrity.

Wood Buffalo National Park (WBNP), Canada's largest national park, was established in 1922. Aboriginal people have used and occupied that land for thousands of years, and continue to do so today. In the past, Parks Canada generally overlooked human interactions with the environment and focused their management practices and products on the physical environment. Recently this approach has begun to shift to a more holistic one that recognizes the value of Aboriginal history and traditions to WBNP. Currently, Parks Canada is looking to refine a Cultural Resource Management Plan (CRMP) for inclusion in the overall management of the park.

In February 2008, PACTeam Canada designed and facilitated a series of participatory workshops held in Fort Smith, NWT with representatives from the Fort Smith Métis, the Smith Landing First Nation and the Salt River First Nation. Workshop participants identified cultural themes and resources that are important to Aboriginal groups, and explored some of the issues surrounding these. They also identified a way of moving forward to keep PC and Aboriginal groups working together toward a common goal.

## **ABORIGINAL RIGHTS, NEGOTIATIONS AND RESOURCES**

The Athabasca Denesuline consists of the Black Lake, Hatchet Lake, and Fond du Lac First Nations. While their present day communities are located in northern Saskatchewan, their traditional territory parallels the ranges of the Beverly-Qamanirjuaq (BQ) caribou herds upon which they depend. Like other northern Dene, the Athabasca Denesuline signed Treaties 8 and 10 with the Crown in the late 19<sup>th</sup> and early 20<sup>th</sup> centuries, but legal uncertainty remains over whether the Crown acquired clear title to traditional Denesuline lands north of 60° in the Northwest Territories and Nunavut. It is Canada's view, the Athabasca Denesuline do not have treaty rights to their traditional territories north of 60° (approximately 200,000 km<sup>2</sup>). The Athabasca Denesuline disagree with this position and commenced legal action seeking a declaration that they have either treaty rights or continuing aboriginal title to traditional lands north of 60°. The Athabasca Denesuline and Canada agreed to set aside the litigation and negotiate a resolution to the uncertainty as to what their treaty harvesting and other rights are north of 60°.

PACTeam Canada Inc. has worked with the Athabasca Denesuline Negotiation Team as technical advisors since 2002. During the past eight years we have completed a number of assignments to support the Denesuline in their discussions with government including:

- Survey and analysis of contemporary resource management agreements and land claim settlements in Canada and internationally;
- Comparative cost analysis of the implementation of resource management institutions across Canada;
- Research into harvesting rights;
- Reviews of natural resources related legislation, regulation and policy;
- Collection of biophysical, economic, management and cultural information;
- Development of a GIS and the creation of a map atlas covering their traditional territory north of 60°;

- Analysis of existing economic, ecological and traditional land use information available within the territory;
- On-the-ground location (site verification) and recording of cultural sites and places;
- Design, delivery and implementation of a technical and community based process for permit and licence application review; and,
- Development of a communications strategy.

## TRADITIONAL KNOWLEDGE MAPPING

PACTeam has been involved in the collection, mapping, analysis and use of traditional land use and occupancy (TLU) and traditional ecological knowledge (TEK) for a large number of projects throughout western and northern Canada for purposes including land use planning, environmental and regulatory reviews, land claims, and educational purposes.

In Alberta, the Mikisew Cree First Nation is undertaking TLU studies to support development impact assessments, land use planning, treaty land entitlement negotiations, and education initiatives. We have worked with the Mikisew to design suitable projects; to collect, process and map traditional land use and occupancy information; and to liaise with other specialists to ensure that these products meet with its objectives.

In Saskatchewan, PACTeam worked with the Athabasca Interim Land Use Planning Advisory Panel (AIAP), a Community – Government – Industry entity, and the results of a comprehensive land use and occupancy study to generate maps illustrating people’s TLU and a report detailing the project and results. Our innovative field data collection methods allowed the compilation of several thousand TLU data in just a few weeks. In a follow-up, PACTeam also headed the analysis of interview transcripts to draw out details for use in planning. PACTeam also consulted with communities and government about the results of this study and explored the integration of this information into the region’s land use plan.

In the Northwest Territories, PACTeam has been involved with a regional planning process, protected area initiatives and development impact assessments; all of which have involved the collection, analysis and use of traditional land use



and occupancy information. PACTeam members designed appropriate projects, collected and analyzed information, and used it in the development of relevant land use plans, in the influencing of environmental management / regulation, and within consultation initiatives.

In Nunavut, PACTeam has designed, implemented and reported on traditional land use and occupancy studies to aid in land claim negotiations including boundary establishment, land identification and protected areas development.

In the Sahtu region of the Northwest Territories, PACTeam was also involved with a regional planning process that included the collection and use of traditional land use and occupancy information from the Aboriginal population. Members of PACTeam were key in designing appropriate projects, collecting and analyzing information, and using it in the development of the land use plan.

## INTEGRATED REGIONAL PLANNING

PACTeam Canada members have been intimately involved in innovative regional planning processes in the Sahtu region of the NWT and the Athabasca region of northern Saskatchewan. Both processes involved communities, people, governments, industry and their inherent politics and interests. Identifying best practices and appropriate resolution of conflict issues was accomplished through a variety of workshops, interviews, case studies (newsletters), research activities, and with interactions with subject matter specialists.

### The Sahtu Region

In the Sahtu Region of the Northwest Territories, covering 208,000 km<sup>2</sup>, the regional land use planning process aims to be participatory, involving all stakeholders in the process. The goal of the Sahtu Land Use Planning Board is to ensure the participation of land claim beneficiaries, local residents and all Canadians in the process and in the economy, while ensuring the protection of communities and cultural, historic and ecologically significant sites, places and values. Planning for the area's significant resources and values including oil, gas, wildlife and cultural values; resulted in the provision of a comprehensive land claim agreement.

Building on the earlier involvement of PACTeam partners, we have participated in the development of this land use plan, including data collection (including socio-demographic profiles for 5 communities), policy development, institution and community capacity building, technical advice, process monitoring and evaluation as well as communications and extension.

### The Athabasca Region

In the Athabasca Region of northern Saskatchewan, the Athabasca Interim Land Use Planning Advisory Panel (AIAP) is tasked with developing a regional land use plan comprising an area of 143,000 km<sup>2</sup>. The Panel consists of representatives of government, conservation NGOs, the mining and tourism industries, local communities and the Athabasca Denesuline.

Members of PACTeam have been intimately involved in this land use planning process by working with the technical planning team; facilitating panel meetings; compiling and analysing biophysical and traditional land use and occupancy information; reviewing existing legislation, policies and practices; and in communications initiatives.

### The Wapiti River Valley Corridor

The Wapiti River Valley corridor is a beautiful natural area that is used for recreational, agricultural, industrial, educational and ecological purposes. With the growth in population in this area more and more industrial, commercial and recreational activities are occurring, and it is important that steps are taken to ensure the best decisions are made about how the land in this area is used; and to deal with issues that ensure the safety, security and benefit of all users now and in the future.

The Wapiti Corridor Planning Society (WCPS), created in 2009, is a non-profit society formed by regional stakeholders, including the County of Grande Prairie No. 1, the Municipal District of Greenview and The City of Grande Prairie to develop a multi-use plan for the Wapiti River Valley Corridor, from Pipestone Creek to the Smoky River.

PACTeam Canada worked in partnership with the WCPS to create, through an open, transparent and inclusive process, a multiuse vision and plan for the Wapiti River Valley that accommodates, protects, and balances both the current and future needs of the area and its people. As such, the goal of this partnership was to work with stakeholders to cooperatively develop a set of recommendations and implement actions that will guide the use and development of the Wapiti River valley corridor.

## DEVELOPMENT, COMMUNITY CAPACITY AND CONSULTATION



PACTeam worked with the K'asho Go'tine Cultural Institute in the Deh Cho region of the Northwest Territories to document and analyze traditional use and occupancy information, and in liaising with exploration companies and the regulatory authorities regarding development activities.

The Athabasca Denesuline First Nations of Fond du Lac, Black Lake and Hatchet Lake signed an Interim Measures Agreement (114,000 km<sup>2</sup>) with the Governments of Canada and the Northwest Territories. This offers them the opportunity to review and comment on proposed developments before any licenses or permits are issued. PACTeam designed a process that would enable the community to effectively review and provide meaningful feedback on applications. This was accomplished through the development of a comprehensive geographic information system and search tool; the construction of a step-by-step review procedure; and the design and implementation of a training and support programme.

### Government of Alberta's Aboriginal Consultation Guidelines

In response to the ever increasing resource development in the province of Alberta and its duty to consult Aboriginal groups, the Government of Alberta is seeking to enhance the operation of the resource consultation initiative.

PACTeam worked with the Resource Consultation Branch of the Ministry of Aboriginal Relations to

support the implementation of the Government of Alberta's First Nations Consultation Policy on Land Management and Resource Development and associated Consultation Guidelines.

By conducting information and consultation guidelines sessions involving Alberta's government officials, 47 First Nations and 12 Métis Settlements, PACTeam's services aimed at:

- Promoting effective relations and information exchange between First Nations communities and the Government of Alberta on issues related to Aboriginal consultation;
- Clarifying government consultation guidelines, information and processes; as well as promoting awareness and understanding of Aboriginal culture.

### Alexander First Nation's Approach to Consultation

The Alexander First Nation and its traditional lands in Alberta are located in areas where extensive development activities are proposed or are occurring, straining the Alexander Industry Relations Corporation's capacity and resources to effectively review and respond to development applications in a timely manner.

In order to improve the efficiency of their Consultation Office, PACTeam worked with the Alexander Industry Relations Corporation to build their capacity for reviewing and responding to development applications. Key to the

development of this process was the organization of existing spatial data into a geographic information system, supplemented by traditional land use data collected through the AIRC's Traditional Use Study.

To assist the AIRC in incorporating these data into a GIS, PACTeam provided GPS training for traditional land use site verification purposes and GIS training to store, manage, and use these data

in support of the AIRC's consultation protocols. In addition to this training, a basic referral process was developed by PACTeam to enable the AIRC to incorporate TLU data (collected from their TUS) for ongoing and future consultation with government and industry in regard to land use and resource development/management, and to do so in an articulate and timely manner.

## FOREST CERTIFICATION AND ABORIGINAL PEOPLE



In 2004 PACTeam was contracted by the World Wildlife Fund to assist Alberta-Pacific Forest

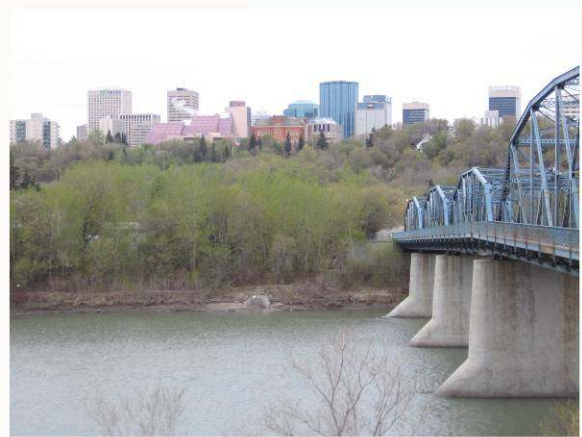
Industries to acquire Forest Stewardship Council certification under its National Boreal Standard. We were tasked with conducting a preliminary assessment of the presence of high conservation values important to meeting the basic needs of Aboriginal people and those essential in maintaining their cultural identity. Using publicly available information, PACTeam conducted research into the history and traditional land use of the Aboriginal people living in or are dependent on the forest management agreement area (about 58,000 km<sup>2</sup>). Detailed advice was offered on how to proceed, including concrete steps on how to begin mapping values and how to engage local communities in the assessment process.

## POPULATIONS, CHANGE AND EMPLOYMENT

The Deh Cho Land Use Planning Committee is responsible for developing a land use plan for the Deh Cho region in the Northwest Territories. PACTeam Canada conducted a study of the job creation needs for the region under various scenarios. Included in this analysis were the compilation of extensive statistical profiles for each

community in the Deh Cho region, and a literature review of current and planned economic development activities and associated training opportunities for local people. This information will contribute to the development of a land use plan for the Deh Cho, covering 215,000 km<sup>2</sup>.

## COMMUNITY MAPPING AND HUMAN SERVICE PLANNING



## Sturgeon County's Human Services Planning

PACTeam worked in partnership with 10 human service providers including the Family and Community Support Services (FCSS) offices from the Sturgeon County Communities, along with the Edmonton Garrison Military Family Resource Centre and the Alberta Child and Family Services Region 6, to address the mutual challenges they face in the planning and delivery of human services.

The partnership opted to undertake a community mapping project to develop an information base for use in planning. PACTeam worked with the partners to develop statistical profiles of communities, and an inventory of available human services. This information was presented in a series of maps, and in a digital map viewer that enables the partners to readily use and customize the information.

## City of Red Deer's Cultural Mapping and Artists Survey

In 2009 PACTeam worked closely with the Culture Services Section of The City of Red Deer to develop and implement a community cultural mapping and artists survey project to provide a visual snapshot, through maps and figures, of the geographic distribution of Red Deer's artists, as well as the assets, resources and needs of those artists. This included mapping the general locations, types, and professional status of artists living and/or working in Red Deer and the surrounding area.

This mapping initiative was accompanied by an artist survey that aimed to identify and assess the networking, capacity building and facility and community service needs of professional and emerging visual, literary, and performing artists. Artists' needs were analyzed and formed the basis for providing concrete recommendations that The City of Red Deer can explore in order to assist artists in addressing their needs, as well as to maintain and improve Red Deer's rich and diverse cultural heritage.



## SUSTAINABLE PLANNING FOR AFFORDABLE HOUSING

The Edmonton Joint Planning Committee on Housing (EJPCOH), a cooperative arrangement between 3 levels of government, industry and NGO's, plays a significant role in planning housing for homeless and low-income populations in Edmonton. Working with the EJPCOH, PACTeam:

- Created an inventory of housing facilities and their services for homeless and low income populations;

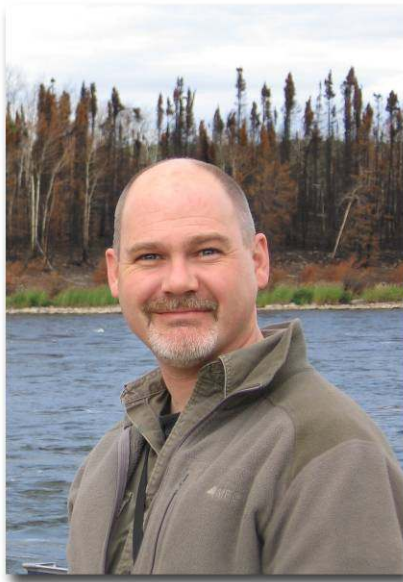
- Analyzed statistical information related to housing needs in Edmonton;
- Created a series of maps illustrating housing needs and the distribution of housing facilities;
- Facilitated the purchase of an appropriate GIS software package.

The basic housing needs analysis, and knowledge of the distribution of housing facilities, is a powerful tool for planning and developing future housing and services.

# OUR TEAM

## BARRY W. HUNTER MSC, RPF

Barry Hunter is a development specialist with 20 years of experience in regional and environmental planning, natural resource management and community development. An expert in leading large-scale communication and consultation initiatives, Barry offers extensive experience in facilitating multi-stakeholder collaboration between communities, Aboriginal groups, industry, governments and NGOs, using public consultation, consensus-building, negotiation, education and capacity building processes. By focusing on the relationship between individuals, communities, organisations and resources, he uses the principles of participation, extension, joint-



learning and action research to help diverse stakeholders to work more effectively with each other and their resource base. This approach has been invaluable in minimizing conflict between user groups by creating an atmosphere of mutual cooperation and understanding around specific resources and rights. Barry has worked in North America, Europe and Africa.

Barry's practical experiences are supplemented by a BSc in Forestry (University of New Brunswick), a MSc in Development Studies (University of Durham, U.K.) and on-going PhD studies (Humboldt University, Germany). Barry is a registered member of the College of Alberta Professional Foresters and the Association of British Columbia Professional Foresters.

## SARA COOK, MA

Sara is a cultural anthropologist with ten years of consulting experience in the areas of land use planning, integrated natural resource management and land claim and treaty negotiations, community development, mapping and capacity building. With strong expertise in participatory action research she focuses in community empowerment through developing and facilitating consultation, stakeholder participation, negotiation, consensus and partnership building and collaborative processes that assist municipalities, communities, industry, government and nongovernmental organisations to work more effectively with each other and their resource base. In



addition, Sara offers significant experience in Aboriginal consultation and negotiation processes, as well as extensive knowledge of Canadian Aboriginal culture, history and contemporary issues facing Aboriginal people in urban and rural areas. Sara has worked in North America and Europe.

Sara holds a Bachelor of Arts Degree in Sociology and Anthropology (Simon Fraser University) and a Master of Arts Degree in Anthropology (University of Victoria). Sara is a member of the American Anthropology Association and the Society for Applied Anthropology.

## **CARLOS SALINAS BSC, RPF, POST GRADUATE DIPLOMA**

Carlos Salinas is a development specialist with over 20 years of experience in the areas of forestry extension and training, land use planning, natural resource management, capacity building and sustainable community development. By combining extension strategies, training and capacity building actions, Carlos has facilitated participatory planning processes on sustainable natural resource management in Canada, as well as in several Latin American and Southern African countries by means of public consultation, consensus-building, collaboration between communities, governments and NGOs. He pays special attention to traditional knowledge and cultural values, resulting in more effective use of available resources and developing an enhanced sense of ownership and decision-making. His design skills and technical knowledge has assisted several institutions to produce training and extension materials for massive distribution. Carlos has worked in North and South America, Africa and Europe.

Carlos has an Honours Bachelor in Forestry Engineering (National University of Agriculture,

Peru). In addition he has attended a Certificate Course in Finland, covering the technical, educational and planning aspects of training. Carlos is a registered member of the College of Alberta Professional Foresters.



## **RYAN BROWN, MA**

Ecological anthropologist and climate change specialist with 5 years of experience focusing on issues concerning the interactions and interconnections between people, climate, and the environment. Conducted extensive research and have acquired considerable knowledge in areas including climate change, indigenous peoples, history, globalization, land use, resource management, sustainable development, capacity building, geographic information systems, and local/traditional knowledge; both nationally and internationally. Experience working in Aboriginal communities and knowledge of Aboriginal cultures, and issues concerning these peoples. He is proficient with multimedia software applications in the context of research and participatory methods utilized in the humanities and social sciences.

Ryan has a Bachelor of Arts Honours degree in Anthropology and a Master of Arts degree in Humanities Computing and Anthropology from the University of Alberta.



## JANE DRIEDGER, MSC NATURAL RESOURCE MANAGEMENT



Jane is a social scientist with three years of experience studying the relationships between people and the land, ethnobotany, and unique approaches to environmental education. She worked closely with Pikangikum First Nation elders to assist them in documenting their cultural landscape as part of a large scale land use plan. She has also conducted research relating to non-timber forest products and is knowledgeable in ecology, plant taxonomy, natural resource management, and recycling/waste management issues.

Jane has a Bachelor of Science in Geography and Botany (Brandon University) and a Master of Natural Resource Management degree from the Natural Resources Institute (University of Manitoba).

## CYRIELLE LAURENT, M TPRD



Cyrielle, an environmental planner with experience in regional land use planning and integrated management, has conducted research about superficial deposit in periglacial environments, river erosion, carrying capacity and wetlands. Cyrielle is also very knowledgeable in the fields of geography, geographic information systems, environmental integrated management, land use, regional development, environmental issues and climate change. She is skilled with GIS software for mapping and analysis for governmental, Aboriginal and non-governmental organisations. With experience in France and in Quebec province, Cyrielle is now collaborating in integrated land use planning in the Dubawnt and Upper Thelon watershed region of the Northwest Territories, leading the collection, manipulation and analysis of geospatial data.

Cyrielle has a BA in geography (University of Savoie, France) and recently obtained a Master in Territorial Planning and Regional Development (University Laval, Quebec).



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