

Work Plan Application

Project Information	
Project Title:	Conceptual Framework for Socio-Cultural-Economic Indicators and Thresholds
Lead Applicant, Organization, or Community:	Beaver Lake Cree Nation
Work Plan Identifier Number: If this is an on-going project please fill the identifier number for 24/25 fiscal by adjusting the last four digits: Example: D-1-2425 would become D-1-2425	
Project Region(s):	Oil Sands Region
Project Start Year: First year funding under the OSM program was received for this project (if applicable)	2024
Project End Year: Last year funding under the OSM program is requested Example: 2024	2025
Total 2024/25 Project Budget: From all sources for the 2024/25 fiscal year	\$209,000.00
Requested OSM Program Funding: For the 2024/25 fiscal year	\$209,000.00
Project Type:	Community Based Monitoring
Project Theme:	Cross-Cutting
Anticipated Total Duration of Projects (Core and Focused Study (3 years))	Year 1
Current Year (choose one):	Focused Study Year 1 of 3
	Core Monitoring -Select One-

Contact Information

Lead Applicant/ Principal Investigator: Every work plan application requires one lead applicant. This lead is accountable for the entire work plan and all deliverables.	Crystal Lameman
Job Title:	Government Relations Advisor/Treaty Coordinator
Organization:	Beaver Lake Cree Nation
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Project Summary

In the space below, please provide a summary of the proposed project that includes a brief overview of the project drivers and objectives, the proposed approach/methodology, project deliverables, and how the project will deliver to the OSM Program objectives. The summary should be written in plain language and **should not exceed 300 words**.

Three First Nations (Beaver Lake Cree Nation, Cold Lake First Nations, Chipewyan Prairie First Nation) are working together to develop a conceptual framework to assess the socio-cultural-economic change from oil sands development from an inherent, Treaty and Indigenous rights perspective. The project is intended to create a conceptual framework that can be used across multiple First Nations (Nation) in order for the Nations to develop their own socio-cultural-economic indicators and thresholds grounded in Indigenous research methodology, epistemology, and ontology.

All three Nations aim to use similar approaches to engage Nation members in developing these indicators and thresholds by holding quarterly Nation meetings and having tri-Nation joint meetings twice a year. The research group will meet monthly.

This project is intended to be the first year out of a three year project. The methodology for year 1 is a phased approach consisting of:

Year 1: Conceptual Framework Development

Phase 1: Narrative Review

Reviewing conceptual frameworks and research related to socio-cultural-economic indicators and thresholds.

Phase 2: Nation Engagement

Quarterly Nation meetings and workshops in each Nation to gather knowledge from Nation members regarding how to construct an appropriate conceptual framework. Each Nation meeting will build upon the previous and other tools such as surveys, focus groups and/or interviews may be completed as needed to meet project goals. The research leads will conduct facilitated meetings/working groups/workshops that relay the objectives and achievement indicators, and provides a forum for Nation-members input and involvement, while exercising full transparency. This process applies the nothing about us without us protocols. Additionally, if required, development of a land-use advisory group made up of all core areas of peoples, as defined by each Nation, will be assembled. For example, the Beaver Lake Cree Nation leadership, elders committee, land-users working group, youth advisory council, knowledge keepers.

Phase 3: Data Analysis

Progressively compile and analyze the information coming out of the Nation engagement meetings.

Phase 4: Conceptual Framework Development

Based off the information from the Narrative Review and Community Engagement, a Conceptual Framework will be created and brought back to the Nations for verification.

Year 2 and 3 is intended to take the Conceptual Framework and deploy it into the three Nations to develop community baselines, indicators and thresholds. Year 3 will then be used to develop community based monitoring programs.

1.0 Merits of the Work Plan

All work plans under the OSM Program must serve the mandate of the program by determining (1) if changes in indicators are occurring in the oil sands region and (2) if the changes are caused by oil sands development activities and (3) the contribution in the context of cumulative effects. In the space below please provide information on the following:

- Describe the key drivers for the project identifying linkages to Adaptive Monitoring framework particularly as it relates to surveillance, confirmation and limits of change (as per OC approved Key Questions).
- Explain the knowledge gap as it relates to the Adaptive Monitoring that is being addressed along with the context and scope of the problem as well as the Source - Pathway - Receptor Conceptual Models .
- Describe how the project meets the mandate of the OSM Program or areas of limited knowledge is the work being designed to answer with consideration for the TAC specific Scope of Work Document (attached) and the Key Questions (attached)?
- Discuss results of previous monitoring/studies/development and what has been achieved to date. Please identify potential linkages to relevant sections of the State of Environment Report.

First Nations, and more specifically the three indicated in this work plan, have voiced their concerns regarding the socio-cultural-economic changes that have been occurring in their Nations due to oil sands development within their traditional territories. The current OSMP has not yet assessed these types of change and is currently focused on changes from OSD on the biophysical environment. There is an understanding that the changes to the biophysical environment are directly linked to Nations overall holistic health and wellbeing, inclusive of their socio-cultural-economic health, however the program as it stands right now, does not provide a specific SOP or "process" in order to monitor this type of change. Therefore, the main driver for this work plan is to be able to fill the gap identified by First Nations in the OSM program by creating a conceptual framework that communities can use to monitor socio-cultural-economic changes. When communities are able to derive community based socio-cultural-economic indicators and thresholds they can then credibly demonstrate socio-cultural-economic change that is happening in their community's due to oil sands development.

This study will support Nations in identifying the socio-cultural-economic effects of the Oilsands. Having the Rights based thresholds, with an expansion on Indigenous knowledge indicators to determine the holistic health and wellbeing required, supports the OSM Program goals.

This project contributes to OSM's mandate of ensuring that indicators and monitoring approaches integrate Indigenous knowledge, meet Nation needs and are sufficiently sensitive to oil sands stressors.

2.0 Objectives of the Work Plan

List in point form the objectives of the 2024/25 work plan below

- Developing a conceptual framework that addresses a community-based methodology to identify community specific socio-cultural-economic baselines, indicators, and thresholds linked to inherent, Treaty and Indigenous rights
- Development of an SOP to be used by other OSM communities
- Fill a critical gap that ICBM monitoring within the OSMP is not monitoring

3.0 Scope

Evaluation of Scope Criteria (Information Box Only- No action required)

Your workplan will be evaluated against the criteria below. A successful workplan would:

- Be in scope of the OSM Program (e.g., regional boundaries, specific to oil sands development, within boundaries of the Oil Sands Environmental Monitoring Program Regulation)
- consider the TAC-specific Scope of Work document and the key questions
- integrate western science with Indigenous Community-Based Monitoring)
- address the Adaptive Monitoring particularly as it relates to surveillance, confirmation and limits of change as per approved Key Questions.
- have an experimental design that addresses the Pressure/Stressor, Pathway/Exposure, Response continuum
- produce data/knowledge aligned with OSM Program requirements and is working with Service Alberta
- uses Standard Operating Procedures/ Best Management Practices/ Standard Methods including for Indigenous Community-Based Monitoring

3.1 Theme

Please select the theme(s) your monitoring work plan relates to:

- | | | | |
|--|---|---|-----------------------------------|
| <input type="checkbox"/> Air | <input type="checkbox"/> Groundwater | <input type="checkbox"/> Surface Water | <input type="checkbox"/> Wetlands |
| <input type="checkbox"/> Terrestrial Biology | <input type="checkbox"/> Data Management Analytics & Prediction | <input checked="" type="checkbox"/> Cross Cutting | |

3.2 Core Monitoring, Focused Study or Community Based Monitoring

Please select from the dropdown menu below if the monitoring in the work plan is “core monitoring” and/or a “focused study”. Core monitoring are long term monitoring programs that have been in operation for at least 3 years, have been previously designated by the OSM program as core, and will continue to operate into the future. Focused studies are short term projects 1-2 years that address a specific emerging issue.

Focused Study

Themes

Please select the theme from the options below. Select all that apply.

- | | | | |
|--------------------------------------|---|--|----------------------------------|
| <input type="checkbox"/> Air | <input type="checkbox"/> Groundwater | <input type="checkbox"/> Surface Water | <input type="checkbox"/> Wetland |
| <input type="checkbox"/> Terrestrial | <input checked="" type="checkbox"/> Cross-Cutting | | |

3.3.6 Cross-Cutting Across Theme Areas

3.3.6.1 Sub Themes

QA/QC/Standards/Methods

If "Other" was selected from the drop down list above please describe below:

3.3.6.2 Cross-Cutting - Key Questions:

Explain how your cross-cutting biological monitoring program addresses the key questions below.

Is data produced following OSM Program requirements and provided into the OSM Program data management system?

The project will not produce new data. The results of the project will be an SOP to be shared with the OSMP to help other First Nation communities develop socio-cultural-economic indicators and thresholds.

Do methodologies use relevant Standard Operating Procedures/ Best Management Practices/ Standard Methods?

The ICBMAC ethical guidelines and all community specific protocols will be used when engaging community members.

How does the monitoring identify integration amongst projects, themes or with communities?

The SOPs developed from this workplan will be available to all communities completing ICBM to ensure integration across all socio-cultural-economic monitoring within the OSMP.

With consideration for adaptive monitoring, where does the proposed monitoring fit on the conceptual model for the theme area relative to the conceptual model for the OSM Program?

This work is intended to develop its own conceptual framework that will fill a gap within the OSM program. The OSMP does not currently have a conceptual framework designed to assess impacts from OSD on socio-cultural-economic indicators linked to inherent, Treaty and Indigenous rights.

How will this work advance understanding transition towards adaptive monitoring?

Adaptive monitoring requires the establishment of limits of change to focus monitoring on areas of highest risk. Developing these limits of change requires identifying indicators that are meaningful to the communities, and have sufficient power to detect change. This work will allow the communities to prioritize their key socio-cultural-economic indicators, inform a pre-industrial baseline, and set the stage for establishing limits of change in subsequent years.

Is the work plan contributing to Programmatic State of Environment Reporting? If yes, please identify potential linkages to relevant sections of the State of Environment Report.

Yes. SoE reporting is currently challenging for communities as most thresholds are not defined by communities (i.e., for fish- commercial and subsistence thresholds). The development of this conceptual model not only allows communities to define thresholds that are meaningful to them but also assesses a suite of indicators (socio-cultural-economic) that have currently not been considered as part of the OSMP. This will allow SoE reporting to be more meaningful and relevant to First Nations.

4.0 Mitigation

Evaluation of Mitigation Criteria (Information Box Only- No action required)

Your workplan will be evaluated against the criteria below. A successful workplan would potentially inform:

- efficacy of an existing regulation or policy
- an EPEA approval condition
- a regional framework (i.e., LARP)
- an emerging issue

Explain how your monitoring program informs management, policy and regulatory compliance. As relevant consider adaptive monitoring and the approved Key Questions in your response.

Our conceptual framework will include management triggers and potential management, policy and regulatory changes may be developed based on community responses and desires.

5.0 Indigenous Issues

Evaluation of Indigenous Issues Criteria (Information Box Only- No action required)

Your workplan will be evaluated against the criteria below. A successful workplan would potentially:

- Investigate Indigenous communities key questions and concerns
- Includes culturally relevant receptor(s) and indicator(s)
- Include or be driven by Indigenous communities (participatory or collaborative)
- Develop capacity in Indigenous communities
- Include a Council Resolution or Letter of Support from one or more Indigenous communities
- Describe how ethics protocols and best practices regarding involvement of Indigenous peoples will be adhered to
- Provide information on how Indigenous Knowledge will be collected, interpreted, validated, and used in a way that meets community Indigenous Knowledge protocols

Explain how your monitoring activities are inclusive and respond to Indigenous key questions and concerns and inform the ability to understand impacts on concerns and inform Section 35 Rights

ICBMAC hosted an aquatics workshop in October 2023. Based on the Indigenous communities in attendance, there was a resounding concern that the OSMP was not asking or answering questions related to how OSD has impacted First Nation's ways of life and the meaningful exercise of their inherent, Treaty and Indigenous Rights. From this feedback, the 3 communities that supported and hosted the workshop developed this work plan to help address these concerns and to support other communities involved in OSM ICBM.

Does this project include an Integrated Community Based Monitoring Component?

Yes

If YES, please complete the [ICBM Abbreviated Work Plan Forms](#) and submit using the link below

[ICBM WORK PLAN SUBMISSION LINK](#)

5.1 Alignment with Interim Ethical Guidelines for ICBM in the OSM Program

Are there any community specific protocols that will be followed?

All the communities have specific protocols that will be adhered to.

Does the work plan involve methods for Indigenous participants to share information or knowledge (e.g. interview, focus group, survey/structured interview), or any other Indigenous participation? If yes, describe how risks and harms will be assessed, and the consent process that will be used.

The work plan does have methods that will involve Indigenous participants. An informed consent form will be created specifically for this project and will be used any time Indigenous participants will be involved. Through this process the researcher sits one-on-one with each research participant and reads and describes the informed consent form. The informed consent form describes the research proposal, the intended outcomes of the research, and how each participant will be involved in the research. In addition, the consent form describes how their information will be stored, used and permission to use their name in the research. The informed consent form also outlines that the participant has the right to withdraw from the research at any point in time. Each consent form is signed by the participant and is stored digitally within their own community.

Additionally, protocol will be offered that is specific to each Nation.

Do the activities include any other collecting/sharing, interpreting, or applying Indigenous knowledge? Please describe how these activities will be conducted in alignment with the Interim Ethical Guidelines, and any community-based protocols and/or guidelines that may also apply.

Yes, IK will be interpreted and applied. This process will be iterative with IK holders to ensure that the IK is not extracted and de-contextualized in a western science context. A verification meeting will be held at the end of the year to ensure that IK holders are in support of final applications and presentations of IK. Indigenous research methodology will be applied.

Indicate how Indigenous communities / Indigenous knowledge holders will be involved to ensure appropriate analysis, interpretation and application of data and knowledge.

As discussed above, an iterative process with IK holders will ensure that analysis, interpretation and application of their IK is appropriate and done cooperatively. A verification meeting will be held at the end of the year with each community to ensure that IK holders support the work.

How are Indigenous communities involved in identifying or confirming the appropriateness of approach, methods, and/or indicators?

The 3 communities will be meeting together at the beginning of the project to review the project methodology and objectives. This is a time where the community can assess and confirm the appropriateness of approach and methods. This tri-Nation group will also meet at the end of the year to review the results of the previous year and provide feedback on the results and if the approach and methods would need to change for the upcoming year. This is an adaptive approach that will continuously allow Indigenous communities to directly impact the project.

How does this work plan directly benefit Indigenous communities? How does it support building capacity in Indigenous communities?

This work plan directly benefits the three communities on this project and will also benefit numerous communities in the ICBM OSM program. Numerous communities have stated that the current OSMP is not assessing impacts of OSD on First Nation's ways of life and meaningful exercise of their inherent, Treaty and Indigenous Rights. When a conceptual model is created, this can be used by other communities in ICBM in the OSMP to identify the impacts they are seeing in their communities and eventually mitigating those impacts.

How is the information from this work plan going to be reported back to Indigenous communities in a way that is accessible, transparent and easy to understand?

The workplan includes regular and thorough community engagement throughout the project and verification meetings with all 3 communities at the start and finish. Additionally, this work plan and the results from this workplan will be shared more broadly with the communities through community

meetings, leadership meetings, and Elder meetings.

6.0 Measuring Change

Evaluation of Measuring Change Criteria (Information Box Only- No action required)

Your workplan will be evaluated against the criteria below. A successful workplan would potentially:

- assess changes in environmental conditions compared to baseline (e.g., validation of EIA predictions)
- report uncertainty in estimates and monitoring is of sufficient power to detect change due to oil sands development on reasonable temporal or spatial scales
- include indicators along the spectrum of response (e.g., individual, population, community)
- focus on areas of highest risk (where change is detected, where change is greater than expected, where change is expected to expand collection of baseline).
- measure change along a stressor gradient or a stressor/reference comparison

Explain how your monitoring identifies environmental changes and how can be assessed against a baseline condition. As relevant, consider adaptive monitoring, the TAC specific Scope of Work document and the Key Questions in your response.

The intent of this work plan is to develop a conceptual framework and SOPs that can be used by communities who are part of the OSMP to establish socio-cultural-economic baselines, indicators and thresholds. These results will feed into ICBM programs to track change.

7.0 Accounting for Scale

Evaluation of Accounting for Scale Criteria (Information Box Only- No action required)

Your workplan will be evaluated against the criteria below. A successful workplan would potentially be:

- appropriate to the key question and indicator of interest
- relevant to sub-regional and regional questions
- relevant to organism, population and/or community levels of biological organization
- where modelled results are validated with monitored data
- where monitoring informs on environmental processes that occur at a regional scale. e.g. Characterizing individual sources to gain a regional estimate of acid deposition and understand signal from individual contributing sources.

Explain how your monitoring tracks regional and sub-regional state of the environment, including cumulative effects. As relevant, consider adaptive monitoring, the TAC specific Scope of Work document and the Key Questions in your response.

This work plan is cross-cutting and does not necessarily fit into an existing TAC. The current state of the environment reporting also does not report on the impacts to socio-cultural-economic indicators and therefore, at this time, would not necessarily tracks regional and sub-regional state of the environment and cumulative effects. We are hoping that after the conceptual model is built, the OSM program could broaden its scope of monitoring and be more inclusive to tracking other changes such as socio-cultural-economic indicators in the oil sands region.

8.0 Transparency

Evaluation of Transparency Criteria (Information Box Only- No action required)

Your workplan will be evaluated against the criteria below. A successful workplan would potentially include:

- a plan for dissemination of monitoring data, including appropriate timing, format, and aligns with OSM program data management plan
- demonstrated transparency in past performance
- identified an annual progress report as a deliverable
- reporting of monitoring results occurs at timing and format that is appropriate for recipient audience.

Explain how your monitoring generates data and reporting that is accessible, credible and useful. As relevant, consider adaptive monitoring, the TAC specific Scope of Work document and the Key Questions in your response.

This work plan does not include monitoring but is rather focused on the creation of a conceptual framework that will hopefully be used via ICBM in the OSMP to generate data and reporting that is accessible, credible, and useful. This conceptual framework will be designed to assess impacts on socio-cultural-economic indicators that are sensitive to impacts from OSD.

9.0 Efficiency

Evaluation of Efficiency Criteria (Information Box Only- No action required)

Your workplan will be evaluated against the criteria below. A successful workplan would include:

- appropriately addressed a risk-informed allocation of resources
- identified the role and justification for each staff member on the proposed work plan
- identified in-kind and leveraged resources (e.g., resources and approaches are appropriately shared with other OSM projects where possible)
- established partnerships (value-added) and demonstrated examples of coordinated efficiencies (e.g., field, analytical)
- identified co-location of monitoring effort
- demonstrated monitoring activities and information collected are not duplicative
- considered sampling/measurement/methods compatibility to other data sources (e.g., AER)

Explain how your monitoring is integrated with other OSM projects and incorporates community-based participation and/or engagement in proposed monitoring activities. As relevant, consider adaptive monitoring, the TAC specific Scope of Work document and the Key Questions in your response.

Our work plan will develop a conceptual framework for tracking change in socio-cultural-economic indicators in First Nations communities for the OSMP and ICBMAC. The development of the conceptual framework will be based on extensive community engagement with the three First Nations who are part of this work plan.

We plan to participate where we can on future ICBMAC workshops that may be relevant to our work plan to make sure we are collaborating where we can and include other communities and experts where needed.

10.0 Work Plan Approach/Methods

List the Key Project Phases and Provide Bullets for Each Major Task under Each Project Phase

Year 1: Conceptual Framework Development

Phase 1: Narrative Review

Reviewing conceptual frameworks and research related to socio-cultural-economic indicators and thresholds.

Phase 2: Community Engagement

Quarterly community meetings and workshops in each community to gather knowledge from community members regarding how to construct an appropriate conceptual framework. Each community meeting will build on upon the previous and there may be other tools such as surveys, focus groups or interviews maybe be completed as needed to meet project goals.

Phase 3: Data Analysis

Progressively compile and analysis the information coming out of the community engagement meetings.

Phase 4: Conceptual Framework Development

Based off the information from the Narrative Review and Community Engagement, a Conceptual Framework will be created and brought back to the communities for verification.

Year 2 and 3 is intended to take the Conceptual Framework and deploy it into the 3 communities to develop community baselines, indicators and thresholds. Year 3 will then be used to develop community based monitoring programs.

Describe how changes in environmental Condition will be assessed

NA

Are there Benchmarks Being Used to Assess Changes in Environmental Condition? If So, Please Describe, If Not, State "NONE"

NA

(e.g., objectives, tiers, triggers, limits, reference conditions, thresholds, etc.)

Provide a Brief Description of the Western Science or Community-Based Monitoring Indigenous Community-Based Monitoring Methods by Project Phase

NA

List the Key Indicators Measured, If Not Applicable, State N/A

NA

11.0 Knowledge Translation

In the space below, please provide the following:

- Describe the plan for knowledge transfer and distribution of learnings from the project. This could include workshops, publications, best practice documentation, marketing plan, etc.
- Demonstrate that the knowledge transfer plan is appropriate for the intended end-users.

Information generated from this workplan will be shared with the OSMP through the creation of an SOP.

12.0 External Partners

List by project or project phase each component that will be delivered by an external party (including analytical laboratories) and name the party. Describe and name the associate work plan/grant/contract for these services. * state none if not required

Our team will liaise with Vanessa de Koninck (interdisciplinary social scientist for the OSMP) on results of her leading practices literature reviews relevant to this topics.

We will also keep ICBMAC updated on our progress to ensure we are well integrated with their work.

*To ensure complete work plan proposal submission, all grants and contracts listed in this section should also be captured in Grants & Contracts.

13.0 Data Sharing and Data Management

For 2024-25 the following approach will be taken by the OSM Program related to data sharing.

For all work plans of a **western science** nature funded under the OSM Program, data sharing is a condition of funding and must align with the principle of “**Open by Default**”. In this case, all data is to be shared with the OSM Program as directed by the OSM Program Data Management work plan.

For all work plans involving **Indigenous Knowledge** as defined below and funded under the OSM Program, data sharing is a condition of funding and the Indigenous Knowledge components of the work plan must align with the principle of “**Protected by Default**”. In this case, all data as defined as Indigenous Knowledge, are to be retained by the Indigenous community to which the Indigenous Knowledge is held.

Indigenous Knowledge is defined as:

“The knowledge held by First Nations, Inuit and Métis peoples, the Aboriginal peoples of Canada. Traditional knowledge is specific to place, usually transmitted orally, and rooted in the experience of multiple generations. It is determined by an Aboriginal community's land, environment, region, culture and language. Traditional knowledge is usually described by Aboriginal peoples as holistic, involving body, mind, feelings and spirit. Knowledge may be expressed in symbols, arts, ceremonial and everyday practices, narratives and, especially, in relationships. The word tradition is not necessarily synonymous with old. Traditional knowledge is held collectively by all members of a community, although some members may have particular responsibility for its transmission. It includes preserved knowledge created by, and received from, past generations and innovations and new knowledge transmitted to subsequent generations. In international or scholarly discourse, the terms traditional knowledge and Indigenous knowledge are sometimes used interchangeably.”

This definition was taken from the Canadian Government's Tri-council Policy Statement for Ethical Research involving Humans (Chapter 9, pg. 113) and is an interim definition specific to the Oil Sands Monitoring Program.

13.1 Has there, or will there be, a Data Sharing agreement established through this Project? *

Yes

13.2 Type of Quantitative Data Variables:

Both

13.3 Frequency of Collection:

Other

13.4 Estimated Data Collection Start Date:

June 1, 2024

13.5 Estimated Data Collection End Date:

March 31, 2025

13.6 Estimated Timeline For Upload Start Date:

NA

13.7 Estimated Timeline For Upload End Date:

NA

13.8 Will the data include traditional knowledge as defined by and provided by an Indigenous representative, Community or Organization?

Yes

Table 13.9 Please describe below the Location of Data and Data Type:

Add a Data Source by clicking on the add row on the bottom right side of table

Name of Dataset	Location of Dataset (E.g.:Path, Website, Database, etc.)	Data File Formats (E.g.: csv, txt, API, accdb, xlsx, etc.)	Security Classification
Information compiled via community engagement	Each First Nations IK databases (i.e., Community Knowledge Keeper)	Various	Protected by Default

14.0 2024/25 Deliverables

Add an additional deliverable by clicking on the add row on the bottom right side of table

Type of Deliverable	Delivery Date	Description
OSM Program Annual Progress Report (required)	Q4	
Stakeholder or Community Presentation	Q1	Quarterly meetings with Nation members for involvement, guidance and recommendations moving forward
Stakeholder or Community Presentation	Q2	Quarterly meetings with Nation members for involvement, guidance and recommendations moving forward
Stakeholder or Community Presentation	Q3	Quarterly meetings with Nation members for involvement, guidance and recommendations moving forward
Stakeholder or Community Presentation	Q4	Quarterly meetings with Nation members for involvement, guidance and recommendations moving forward
Technical Report	Q4	Development of a conceptual framework to be used by the Nations for year 2 and 3
Public Dissemination Document	Q4	Development of an SOP to be used for other Nations interested in developing socio-cultural-economic indicators and thresholds

15.0 Project Team & Partners

In the space below please provide information on the following:

- Describe key members of the project team, including roles, responsibilities and expertise relevant to the proposed project.
- Describe the competency of this team to complete the project.
- Identify any personnel or expertise gaps for successful completion of the project relative to the OSM Program mandate and discuss how these gaps will be addressed.
- Describe the project management approach and the management structure.

Crystal Lameman (Beaver Lake Cree Nation) - Grant Administrator and BLCN lead. She is a proud member of the Beaver Lake Cree Nation, Treaty No. 6, where she currently holds the position of Government Relations Advisor and Treaty Coordinator. As part of these positions, Crystal manages her Nations Comprehensive Treaty Claim against Canada and Alberta. She is a researcher, policy analyst and passionate Indigenous rights, Treaty, and environment defender with a graduate degree in Indigenous Peoples Education. She is currently completing a graduate degree in Counselling Psychology (2023). Crystal is a co-author of *The End of This World: Climate Justice in So-Called Canada*.

Centered on nêhiyaw worldview, practices, and ways of being. It is this way of knowing that is integral to her practice of diversity, inclusivity, and the building of antiracism within her chosen fields. Social and Environmental Justice principles, and objectives frame her personal and professional views on dignity, equality, ethics, access to services, equity, human and Indigenous rights. Her life's work is centred on the advancement of Indigenous economic, energy, food sovereignty, and the realization of holistic wellness through her nêhiyaw ways of knowing and meaningful land-based practices.

Ave Dersch (Chipewyan Prairie First Nation)- social science methodologies lead and CPFN lead
Dr. Dersch has 20 years of experience working with Indigenous communities in the fields of traditional land and resource use studies, archaeology, and community-based monitoring. Much of her recent research focuses on methodologies to assess impacts on traditional food security and on developing Indigenous-driven indicators for tracking change. She currently co-chairs Alberta's Oil Sands Monitoring Indigenous Community-Based Monitoring Advisory Committee as a representative for First Nations in the region. She is an adjunct professor in the department of Anthropology at the University of Alberta and part of the advisory circle for the Institute of Prairie and Indigenous Archaeology.

Rae Boisvert (Cold Lake First Nations)- project manager and CLFNs lead
Rae Boisvert is a consultant and owner of Boisvert Consulting. Rae Boisvert obtained a BSc in Forest Management from the University of Alberta and a MSc in Environmental Management from the University of Auckland. Her Masters research focused on working with a Māori hapū in the field of Indigenous self determination and reconciliation in coastal resource management. She is also a Registered Professional Forester with the Province of Alberta.
Rae actively works with Indigenous communities on strategic planning programs, various research projects, and knowledge co-production and collaboration initiatives. Rae has worked with Indigenous communities across Canada and internationally, post-secondary institutions, industry, and the Government of Alberta for almost 20 years. Rae currently sits on Alberta's Oil Sands Monitoring Indigenous Community-Based Monitoring Advisory Committee.

16.0 Project Human Resources & Financing

Section 16.1 Human Resource Estimates

Building off of the competencies listed in the previous section, please complete the table below. Add additional rows as necessary. This table must include **ALL staff involved** in the project, their role and the % of that staff's time allocated to this work plan. The AEPA calculated amount is based on an estimate of \$120,000/year for FTEs. This number cannot be changed. The OSM program recognizes that this is an estimate.

Table 16.1.1 AEPA

Add an additional AEPA Staff member by clicking on the add row below the table. The total FTE (Full Time Equivalent) is Auto Summed (in Table 16.2.1) and converted to a dollar amount.

Name (Last, First)	Role	%Time Allocated to Project
Vanessa de Koninck	Provide leading practices lit reviews	0

Table 16.1.2 ECCC

Add an additional ECCC Staff member by clicking on the add row below the table. The total FTE (Full Time Equivalent) is Auto Summed (in Table 16.2.2) and converted to a dollar amount.

Name (Last, First)	Role	%Time Allocated to Project

The tables below are the financial tables for Alberta Environment & Protected Areas (AEPA) and Environment & Climate Change Canada. All work plans under the OSM Program require either a government lead or a government coordinator.

Section 16.2 Financing

The OSM Program recognizes that many of these submissions are a result of joint effort and monitoring initiatives. A detailed “PROJECT FINANCE BREAKDOWN” must be provided using the Project Finance Breakdown Template provided, accessible [here](#). Please note that completion of this Project Finance Breakdown Template is mandatory and must be submitted along with each workplan.

[PROJECT FINANCE BREAKDOWN TEMPLATE](#)

Table 16.2.1 Funding Requested BY ALBERTA ENVIRONMENT & PROTECTED AREAS

Organization - Alberta Environment & Protected Areas ONLY	Total % time allocated to project for AEPA staff	Total Funding Requested from OSM
Salaries and Benefits (Calculated from Table 16.1.1 above)	0	\$0.00
Operations and Maintenance		
Consumable materials and supplies		
Conferences and meetings travel		
Project-related travel		
Engagement		
Reporting		

Overhead	
Total All Grants (Calculated from Table 16.4 below)	\$209,000.00
Total All Contracts (Calculated from Table 16.5 below)	\$0.00
Sub-Total (Calculated)	\$209,000.00
Capital*	
AEPA TOTAL (Calculated)	\$209,000.00

* The Government of Alberta Financial Policies (*Policy # A600*) requires that all **capital asset** purchases comply with governmental and departmental legislation, policies, procedures, directives and guidelines. **Capital assets** (*Financial Policy # A100*, Government of Alberta, January 2014) are tangible assets that: have economic life greater than one year; are acquired, constructed, or developed for use on a continuing basis; are not held for sale in ordinary course of operations; are recorded and tracked centrally; have a cost greater than \$5,000.

Some **examples of capital asset equipment include**: laboratory equipment, appliances, boats, motors, field equipment, ATV's/snowmobiles, stationary equipment (pier/sign/weather), fire/safety equipment, pumps/tanks, heavy equipment, irrigation systems, furniture, trailers, vehicles, etc. (*Financial Policy # A100*, Government of Alberta, January 2014).

Table 16.2.2 Funding Requested BY ENVIRONMENT & CLIMATE CHANGE CANADA

Organization - Environment & Climate Change Canada ONLY	Total % time allocated to project for ECCC staff	Total Funding Requested from OSM
Salaries and Benefits FTE (Please manually provide the number in the space below)	0	\$0.00
Operations and Maintenance		
Consumable materials and supplies		
Conferences and meetings travel		
Project-related travel		
Engagement		
Reporting		
Overhead		
ECCC TOTAL (Calculated)		\$0.00

* ECCC cannot request capital under the OSM program. Any capital requirements to support long-term monitoring under the OSM program should be procured by Alberta and captured in that budget table.

Table 16.3

Complete ONE table per Grant recipient.

Add a Recipient by clicking on add table below the table. The total of all Grants is Auto Summed in Table 16.2.1

GRANT RECIPIENT - ONLY: Name	Crystal Lameman
GRANT RECIPIENT - ONLY: Organization	Beaver Lake Cree Nation
Category	Total Funding Requested from OSM
Salaries and Benefits FTE	\$60,000.00
Operations and Maintenance	
Consumable materials and supplies	\$6,000.00
Conferences and meetings travel	\$6,000.00
Project-related travel	\$30,000.00
Engagement	\$45,000.00
Reporting	\$15,000.00
Overhead	\$47,000.00
GRANT TOTAL (Calculated)	\$209,000.00

Table 16.4

Complete ONE table per Contract recipient.

Add a Recipient by clicking on add row below the table.. This section is only to be completed should the applicant intend to contract components or stages of the project out to external organizations. The total of all Contracts is Auto Summed in Table 16.2.1

CONTRACT RECIPIENT - ONLY: Name	
CONTRACT RECIPIENT - ONLY: Organization	
Category	
Salaries and Benefits	Total Funding Requested from OSM
Operations and Maintenance	
Consumable materials and supplies	
Conferences and meetings travel	
Project-related travel	
Engagement	
Reporting	
Overhead	
CONTRACT TOTAL (Calculated)	\$0.00

Table 16.5 GRAND TOTAL Project Funding Requested from OSM Program

The table below is auto calculated, please do not try to manually manipulate these contents.

Category	Total Funding Requested from OSM
Salaries and Benefits Sums totals for salaries and benefits from AEPA and ECCC ONLY	\$0.00
Operations and Maintenance	
Consumable materials and supplies Sums totals for AEPA and ECCC ONLY	\$0.00
Conferences and meetings travel Sums totals for AEPA and ECCC ONLY	\$0.00
Project-related travel Sums totals for AEPA and ECCC ONLY	\$0.00
Engagement Sums totals for AEPA and ECCC ONLY	\$0.00
Reporting Sums totals for AEPA and ECCC ONLY	\$0.00
Overhead Sums totals for AEPA and ECCC ONLY	\$0.00
Total All Grants (from table 16.2.1 above) Sums totals for AEPA Tables ONLY	\$209,000.00
Total All Contracts (from table 16.2.1 above) Sums totals for AEPA Tables ONLY	\$0.00
SUB-TOTAL (Calculated)	\$209,000.00
Capital* Sums total for AEPA	
GRAND PROJECT TOTAL	\$209,000.00

Some **examples of capital asset equipment include:** laboratory equipment, appliances, boats, motors, field equipment, ATV's/snowmobiles, stationary equipment (pier/sign/weather), fire/safety equipment, pumps/tanks, heavy equipment, irrigation systems, furniture, trailers, vehicles, etc. (*Financial Policy # A100, Government of Alberta, January 2014*).

17.0 FINANCIAL MANAGEMENT

The OSM Program reserves the right to reallocate project funding during the current fiscal year on the basis of project performance and financial overspend or underspend.

Please check this box to acknowledge you have read and understand

In the space below please describe the following:


- Discuss how potential cost overruns and cost underruns will be managed.
- If this is a continuing project from last year, identify if this project was overspent or underspent in the previous year and explain why.
- Describe what risks and/or barriers may affect this project.

Beaver Lake Cree Nation will provide financial management for this project. Each community will be receiving \$64,000.00 to cover off staff/contractor time, overhead, travel, supplies and engagement for the year. Beaver Lake Cree Nation will receive additional dollars (\$17,000.00) for financial management and reporting. Each community will be made aware and do internal financial management to make sure the grant dollars are allocated appropriately. Additionally, each community is made aware that if costs are to exceed what is provided, then it is the community's responsibility to cover off the additional funds.

18.0 Alternate Sources of Project Financing - In-Kind Contributions

Table 18.1 In-Kind Contributions

Add an In Kind Contribution by clicking on the table and then clicking on the add row on the bottom right side of table.

Description	Source	Equivalent Amount (\$CAD)
Existing community engagement opportunities in each community	Existing community general rev 	\$60,000.00
TOTAL		\$60,000.00

19.0 Consent & Declaration of Completion

Should your application be successful, The OSM Program reserves the right to publish this work plan application. Please check the box below to acknowledge you have read and understand:

I acknowledge and understand.

Lead Applicant Name

Crystal Lameman

Title/Organization

Government Relations Advisor/Treaty Coordinator, Beaver Lake Cree Nation

Signature

Crystal Lameman  Digitally signed by Crystal Lameman
Date: 2023.11.02 14:53:40 -0600

Government Lead / Government Coordinator Name (if different from lead applicant)

Title/Organization

Signature

Please save your form and refer to the instructions page for submission link.

Governance Review & Decision Process

this phase follows submission and triggers the Governance Review

TAC Review (Date):

ICBMAC Review (Date):

SIKIC Review (Date):

OC Review (Date):

Final Recommendations:

Decision Pool:

Notes:

Post Decision: Submission Work Plan Revisions Follow-up Process

This phase will only be implemented if the final recommendation requires revisions and follow-up from governance

ICBMAC Review (Date):

SIKIC Review (Date):

OC Review (Date):

Comments:

Decision Pool:

Notes & Additional Actions for Successful Work Plan Implementation:

Signature