

2024



Indigenous Centre for
Cumulative Effects

ANNUAL REPORT

Reporting period of April 1, 2024 to March 31, 2025

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Letter from Leea Litzgus, Executive Director

After years of growth, learning, and incredible collaboration, the time has come for me to step away from my role as Executive Director of the Indigenous Centre for Cumulative Effects (ICCE).

It has been one of the greatest honours of my career to help lead this organization from its earliest days into the strong, Indigenous-led institution it is today. What began as a conversation at roundtables with federal and Indigenous partners to support First Nations, Métis, and Inuit communities in building the technical and scientific capacity to manage cumulative effects has now become a vibrant, national organization grounded in Indigenous knowledge, values, and leadership.

As I move on to the next chapter, I do so with a full heart and great confidence in the Team that will carry this work forward. I have no doubt the organization will continue to grow and serve our communities with integrity and purpose. Gwaabamin, this is not good-bye but a greeting to future encounters beyond ICCE.

Miigwetch to all that I have worked alongside for your trust, your wisdom, your stories, and your commitment to this shared vision.

All my relations,
Leea Litzgus



Letter from Angie Gillis, Board Chair

As we reflect on 2024, I'm proud to share the progress and accomplishments of the Indigenous Centre for Cumulative Effects (ICCE). We gratefully acknowledge the continued support of our funding partners, Indigenous Services Canada and Impact Assessment Agency of Canada, for their commitment to ICCE and Indigenous communities to advancing research and understanding in cumulative effects.

2024 has been a powerful reminder of our collective resilience and unwavering commitment to Indigenous-led environmental stewardship.



Despite facing unexpected challenges, ICCE remained focused on its core mission: to support Indigenous communities across the country. This year we made significant strides in strengthening our internal systems and enhancing our operational procedures to ensure long-term sustainability.

One of the year's key highlights was supporting eleven Indigenous communities and organizations conducting community-based cumulative effects initiatives. Rooted in Indigenous values, knowledge systems, and priorities, this work reflects the heart of ICCE's mission.

Each of these communities is advancing research and action that reflect their deep connections to the land, waters, animals and ways of knowing. From monitoring water and air quality, to assessing cumulative land use impacts, to documenting community health and well-being, their work exemplifies Indigenous leadership at the forefront of cumulative effects research.

I also want to acknowledge the dedication of ICCE's staff, technical advisors, and leadership team who worked tirelessly – especially in the face of unexpected challenges – to deliver on our mandate.

On behalf of the Board of Directors, I extend sincere *wela'in* (thanks) to our partners, funders, and, most importantly, the Indigenous communities we are honoured to serve. Together, we continue to build momentum toward a future where Indigenous knowledge and science walk together to protect our lands, waters, animals and communities for generations to come.

With gratitude and respect,
Angie Gillis

Letter from Technical Advisory Committee Chair

Aanii,

Ndizhiniikaaz Binesi Anaamakamig Kwe, ndoonjibaa Gogama, dbendaagzi Mattagami First Nation, Ginoozhe ndoodem. My name is Alexandra Bridges, I am of the Pike Clan and am a member of Mattagami First Nation located in Treaty 9 Northern Ontario.

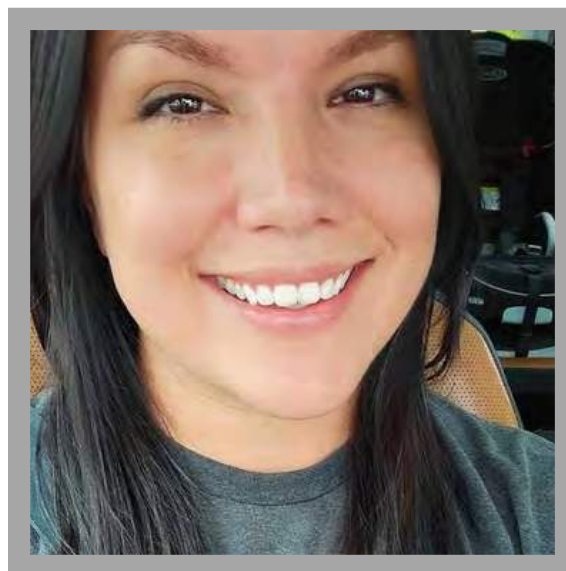
In reflecting on the previous year for the TAC, I want to acknowledge the dedication and care of our technical advisory committee members and the good work they do for ICCE. 2024 was a year of transition for the TAC, with the onboarding of new advisory group members Carol Crowe, Erin Slater, and

Nivi Rosing to the committee. Margot Parkes, Matt Chiasson, and Michelle Francis-Denny have moved on from their roles on the TAC; all have made positive contributions to the ICCE mandate during their time, and they will be missed. Dawn Hoogeveen has also stepped away from her role as a TAC member to join ICCE as a staff member; we are pleased she is continuing her work with the TAC in her capacity with ICCE. We would also like to express our gratitude to Pepita McKee for her years as the co-chair of the ICCE advisory committee; as of 2025, she has stepped down from that role to become a regular committee member. To date, the co-chair position remains open and will be filled in the coming months.

Early this fiscal year the TAC reviewed Community Funding Program applications. While this is the final year of the competitive funding pool for ICCE, we hope future funding programs continue as a key service. This program's positive community impact has led to many heartwarming stories at ICCE National Gatherings.

Our current work centers on Indigenous cumulative effects knowledge building. We established a working group tackling key topics around Indigenous cumulative effects and its implications for communities undertaking CE work on their territories. Our work will provide a jumping point for communities building internal capacity with tools and resources to address community priorities. To kickstart this initiative, we deliberated on a 'Cumulative Effects 101' report as an accessible primer centering natural law and relationism holistically in CE materials. We began this work recently and will be collaboratively writing over coming months.

Miigwetch. Thank you,
Alexandra Bridges



2024 ACHIEVEMENTS

Pillar 1:

Capacity building and training

Community Funding Program



The Community Funding Program (CFP) has undergone five iterations and this July 2024 was our last round as a competitive proposal-based application process. As with each round, improvements were made. Changes were made to the objectives and weighted criteria were made to align with ICCE's 2024/2027 Strategic Plan. In Round 5, a total of 11 projects were funded in this round.

Total Number of Projects to Date: 72

Total Amount Awarded: \$13.74M

Community Funding Program

Changes Ahead

ICCE conducted a National Needs Assessment in 2022 and also undertook an analysis of the Community Funding Program. From this information, we came to better understand the needs of Indigenous communities and identified several issues with our Community Funding Program:

- A competitive proposal-based application process may be perceived as pitting Indigenous communities against each other.
- Supporting intergenerational knowledge transfer should be a priority for ICCE as it is essential to the assessment and management of cumulative effects.
- The needs of Indigenous communities differ across Canada, requiring regional approaches to ICCE services.
- Focusing resources on a proposal-based process limits ICCE's ability to be a resource to Indigenous communities and develop new programs and services.

ICCE has worked with this information and is transitioning away from a competitive-based proposal application process to reflect the needs and feedback of the communities we engaged with.

2024 ACHIEVEMENTS

Pillar 2:

**Networking, provision
of expert advice, and
information sharing**

ICCE Conference 2025 Planning

ICCE National Conference Update

The planning and execution of the 2025 ICCE National Conference represented a significant achievement for the organization, highlighting growing national interest in Indigenous-led approaches to cumulative effects. The conference committee convened quarterly throughout the year to guide program development, logistics, and stakeholder engagement, ensuring alignment with ICCE's mission and strategic objectives.

As the conference was held on the traditional, ancestral, and unceded territories of the x̣ṃəθḳẉəỵəm (Musqueam), Sḳwx̣ẉú7mesh (Squamish), and sə̣lilwətał (Tsleil-Waututh) Nations. ICCE formally engaged with representatives from each Nation. Their input was instrumental in shaping key elements of the conference program, protocol, and welcome activities, fostering relationships built on respect, reciprocity, and shared purpose.

The Call for Speakers generated strong national interest, with over 36 proposals received from Indigenous knowledge holders, technical experts, and community leaders. This enthusiastic response enabled the development of a high-quality and diverse program. A notable highlight was the confirmation of Autumn Peltier, internationally recognized Anishinaabe water advocate, as keynote speaker.

Exhibitor space sold out in under one week, and early-bird registration sold out prior to the advertised deadline, emphasizing the national relevance and anticipated impact.

ICCE Webinars

Notable webinars held throughout 2024:

CFP Information Sessions

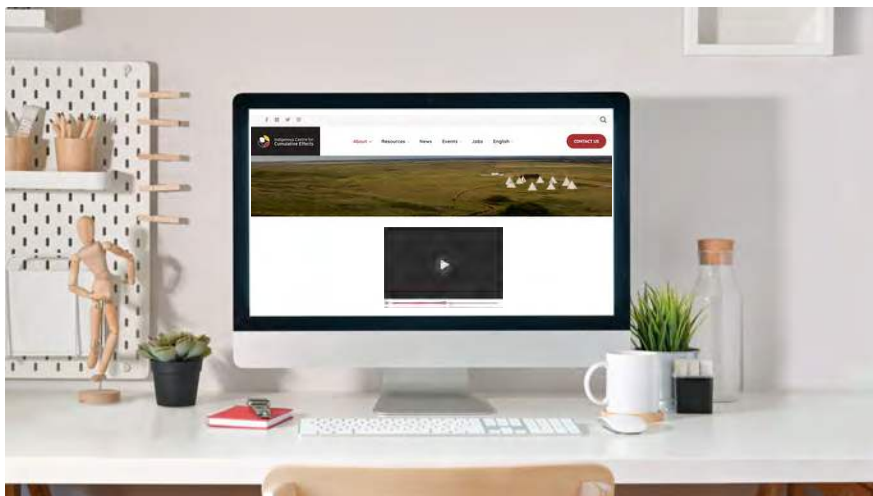
ICCE conducted three virtual information sessions to support Indigenous communities in evaluating their readiness for CFP applications and gaining a deeper understanding of program requirements. A total of 114 people registered across the three sessions.

ICCE Internal Lunch and Learn Session

Technical Advisory Committee Member Dawn Hoogeveen and Board Member Lisa Tsessaze led an internal lunch and learn session on cumulative effects in the Athabasca Oil Sands Region and their national implications. The presentation provided ICCE team members with concrete examples of how cumulative impacts affect Indigenous communities. Lisa emphasized the critical importance of Indigenous rights and history, advocating for approaches that integrate traditional perspectives with innovative solutions to protect Indigenous territorial lands, waters, and all relations.

Interconnecting All Our Relations to Preserve Well Being Webinar

In honor of National Day for Truth and Reconciliation, the ICCE team developed and delivered an innovative online workshop for First Nation, Métis and Inuit community land managers, economic developers, environmental coordinators, technicians, guardians, knowledge holders and elders.



In-person speaking engagements



Mallory Rose and Paul-Antoine Cardin at the Terrestrial Cumulative Effects Initiative (TCEI) 2025 Winter Gathering

Notable speaking engagements throughout 2024

- Assembly of First Nations 3rd Annual Climate Gathering (October 2024)
- Alberta Society for Professional Biologists Conference (November 2024)
- Ring of Fire Conversations with Nishnawbe Aski Development Fund (NADF) (November 2024)
- Links to Learning conference (December 2024)
- Maximizing Indigenous Leadership in Impact Assessment Conference (February 2025)
- Regional Environmental Managers (REM) meeting (February 2025)
- Braiding Knowledges Canada (BKC) (March 2025)
- Terrestrial Cumulative Effects Initiative (TCEI) (March 2025)
- Assembly of First Nations (AFN) Natural Resource Forum in Vancouver (March 2025)

2024 ACHIEVEMENTS

Pillar 3:

Strengthening ICCE governance

Strengthening ICCE governance

Over the past year, ICCE has made significant strides in strengthening our governance and internal capacity to better serve Indigenous communities and advance our mission.

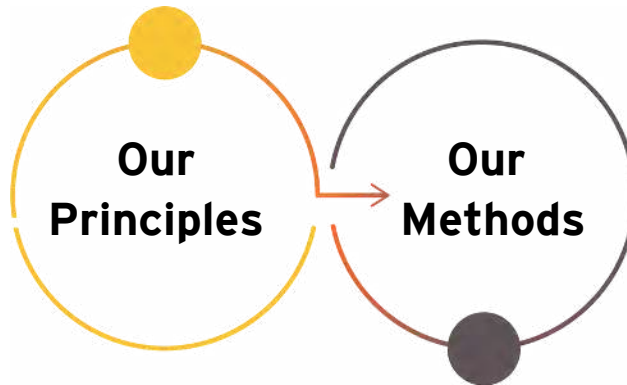
We expanded our team to include key leadership and support positions that enhance our ability to operate effectively and strategically. The new roles bring valuable expertise and leadership that strengthen our organizational decision-making, communications, and technical capacity, while supporting the implementation of ICCE's Strategic Plan.

We also focused on embedding Indigenous values and approaches into how we work internally. Guided by a knowledge keeper, we are ensuring that our governance remains rooted in Indigenous knowledge and relational principles in the creation of our 'Ways of Being' document, which serves as a guide for practicing Indigenous humility, respect, and accountability in our daily operations, interactions, and decision-making processes.



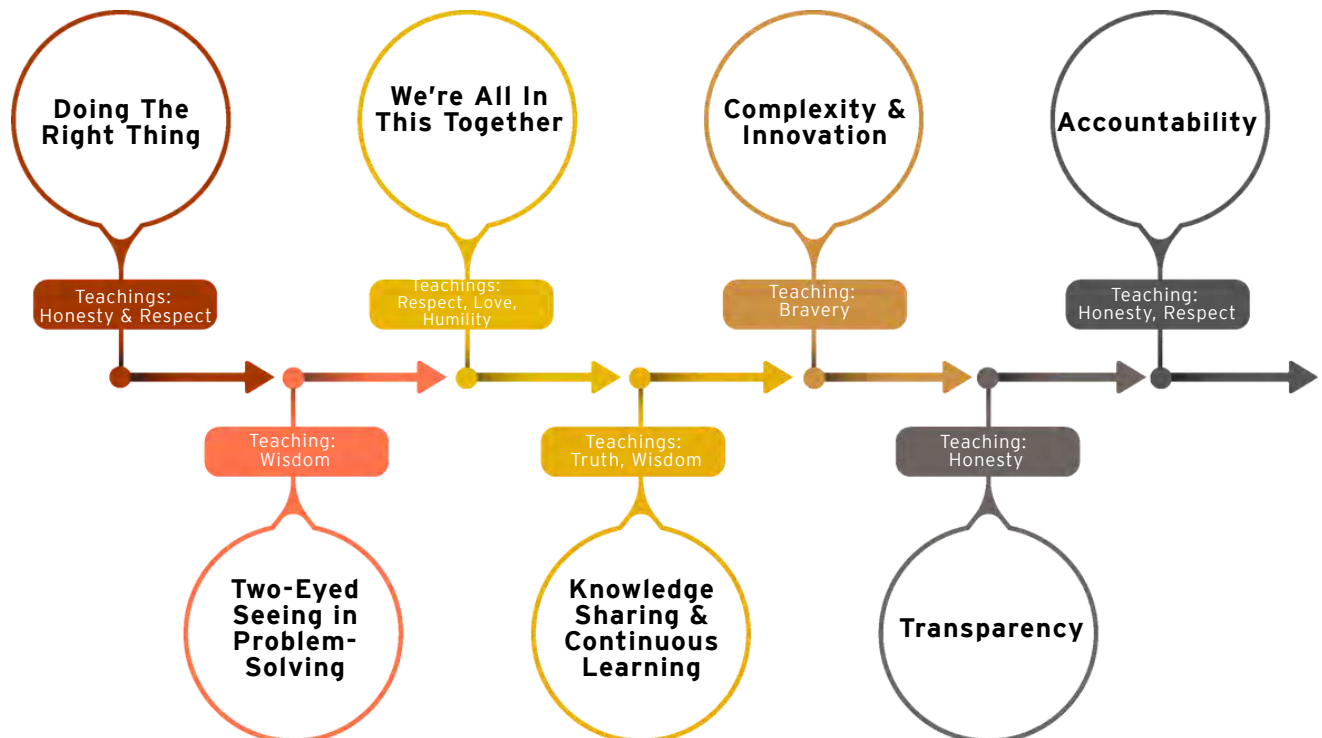
Ways of Being

2 Circles of Knowledge



Together, these two circles of knowledge describe and inform our Ways of Being. These circles must grow like we do as people, and are evergreen.

Our Principles



Ways of Being

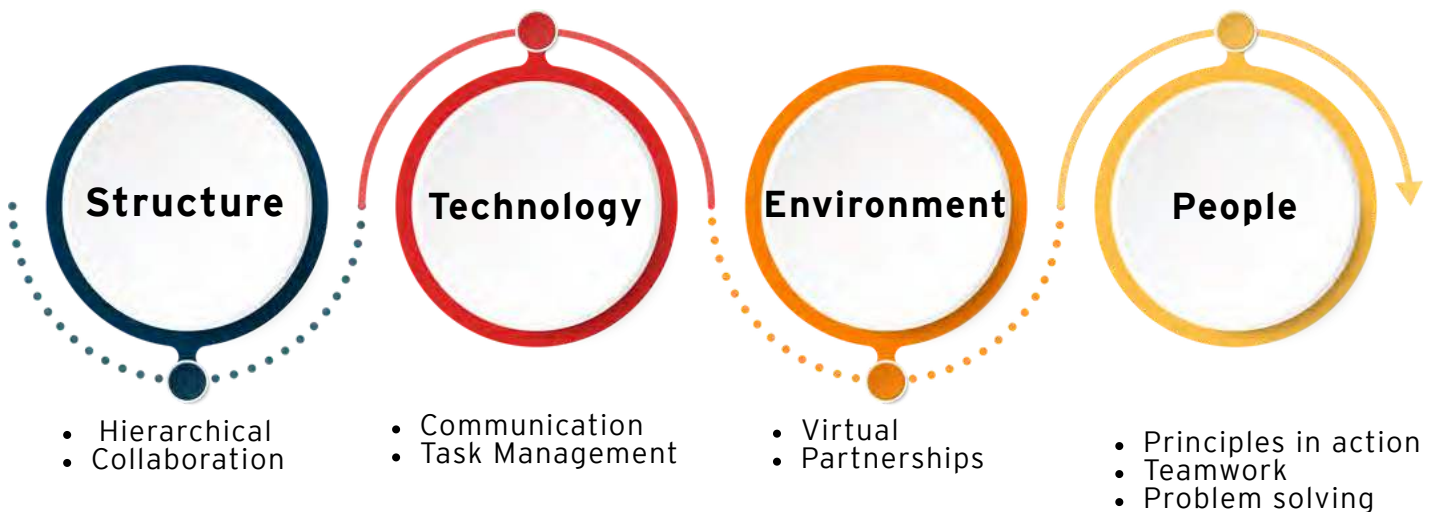
Our Methods

Purpose of our Methods

Enhance Collaboration by allowing us to establish a roadmap for cooperation, helping support and give visibility to shared objectives.

Ensure Consistency by standardizing procedures. They help guarantee stability and uniformity across our work and initiatives.

Foster Adaptability by encouraging us to evolve, learn from experiences, and refine our approaches continually.



Board Recruitment

In addition, we advanced efforts to strengthen our Board of Directors, with a focus on reflecting the Indigenous diversity and representation across Turtle Island. This included intentional recruitment to affirm our commitment to inclusive and representative leadership that honours the distinct identities, rights, and knowledge systems of First Nations, Métis and Inuit.

The Board succession planning started with the identification of key competencies and skills that are required on the Board, followed by a self-assessment of current Directors against these competencies, in order to identify gaps. Through a national recruitment process, we identified many qualified individuals having the needed competencies and skills. Four new Directors have been confirmed and will officially be appointed at the ICCE 2025 Annual General Meeting.

These efforts mark important steps in building a resilient, culturally grounded, and forward-looking organization that is equipped to support Indigenous well-being and decision-making through good governance practices, as well as knowledge of cumulative effects and related networks.



2024 ACHIEVEMENTS

Pillar 4:

Corporate management and leadership

Corporate management & leadership



Left to right: Angie Gillis, Earl Belcourt, Carrie Lynch, Bob Goulais, Erin Slater, Leea Litzgus, Mallory Rose, Michelle Swanson, Michelle Francis-Denny, Danielle Wilson, Dawn Hoogeveen, Sileema, Elder, Aaron Marchant, Florence, Barry Wilson, Julia Ko, Melanie Daniels, Alexandra, Sophie, Paul-Antoine Cardin

2024 was a year of continued growth and organizational strengthening for the Indigenous Centre for Cumulative Effects (ICCE). As ICCE's programs and community reach expanded, so too did our internal leadership and corporate management capacity.

A key milestone this year was the release of the ICCE Strategic Plan 2024-2027, which will guide our work over the next three years. Informed by Community Needs Assessment and led by our Indigenous values, this Strategic Plan sets clear priorities for ICCE in areas such as community capacity building, technical knowledge mobilization, and organizational excellence.

New ICCE Team Members

Growth in ICCE Team

2024 brought new resources and roles to each area of the organization, contributing to the overall ICCE team: staff and Technical Advisory Committee (TAC).

- Michelle Swanson joined ICCE as Chief of Staff
- Carrie Lynch joined as Executive Assistant
- Dawn Hoogeveen, Director, Cumulative Effects and Technical Advisory Committee
- Sileema Angoyuak, Indigenous Engagement and Knowledge Advisor
- Danielle Wilson, Executive Director

The Technical Advisory Committee designated specific roles in both youth and elder categories to ensure appropriate representation. As a key strategic priority for ICCE, intergenerational knowledge transfer, these designated roles will ensure crucial continuation of multi-generation leadership at ICCE.

- Erin Slater and Carol Crowe, TAC



ICCE Team in Dene Nation, Yellowknife, Northwest Territories

New Executive Director

Welcoming Danielle Wilson: New ICCE Executive Director

The Indigenous Centre for Cumulative Effects (ICCE) is proud to announce the appointment of Danielle Wilson as its new Executive Director. A dedicated leader with over a decade of experience in Indigenous governance, health equity and environmental justice, Danielle brings both professional expertise and deep cultural roots to her new role.

A proud member of the Tla-o-qui-aht First Nation in the Nuu-chah-nulth Territory of Vancouver Island, Danielle is grounded in the Masso and Frank families on her maternal side and has French Canadian ancestry on her paternal side. This rich heritage informs her holistic approach to leadership and advocacy.

Danielle has previously served as Executive Director at Respecting Aboriginal Values and Environmental Needs (RAVEN) and the Noojmowin Teg Health Centre. Her work has consistently focused on advancing Indigenous rights, environmental justice and health equity.

In her new role with ICCE, Danielle will continue to champion these causes, staying connected to her home territory and family while working to empower community-based approaches to culturally relevant cumulative effects assessment, monitoring and management.

Danielle holds a Bachelor of Science from the University of Victoria, a Bachelor of Environmental and Public Health from the British Columbia Institute of Technology, and a Master's Degree in Public Health from the University of Waterloo. Her academic and professional journey reflects her dedication to creating meaningful change for Indigenous communities and beyond.

ICCE looks forward to Danielle's leadership in advancing its mission to support Indigenous well-being and decision-making through knowledge sharing and community empowerment.



Looking Ahead **2025-2026**

INTRODUCING THE CIRCLE PROGRAM

ICCE is excited to launch the CIRCLE Program – Community-led Cumulative Effects Initiatives for Resilience, Culture, Land, and Environment Program.

The CIRCLE Program will support Indigenous-led projects that build capacity for cumulative effects assessment, monitoring, and management, guided by a Two-Eyed Seeing approach rooted in Indigenous Knowledge.

This new program evolves from our previous Community Funding Program (CFP) model, shifting away from competitive funding toward a more collaborative, community-driven approach. Aligned with ICCE's 2024-2027 Strategic Plan, CIRCLE emphasizes intergenerational knowledge sharing and storytelling to support Indigenous well-being and self-determined decision-making.





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Cumulative Effects

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