



## SSISC Annual Program Plan - 2022

This document is the SSISC's Annual Workplan for 2022 – it outlines what we would like to achieve. Given, we are in the midst of a global pandemic, the work we are actually able to complete, will be determined by the relevant public health orders, and restrictions in place at any given time, and our plans will need to be flexible to accommodate this. Throughout the year, we will update our [COVID-19 Exposure Control Protocol](#), Occupational Health & Safety Plan, and this Annual Program Plan (which will be available [here](#)), as conditions change.

The programs listed below aim to achieve the goals outlined in the SSISC Regional Strategy, and align with the pillars outlined in the [Invasive Species Strategy of BC 2017-2022](#) as follows.

		SSISC Program Area 1: Coordination, Consultation & Administration	SSISC Program Area 2: Education & Outreach	SSISC Program Area 3: Inventory, Control & Monitoring
SSISC Regional Strategy Goals	Raise awareness (focussed on behaviour change) about invasive species, their impacts, and management strategies.	Y	Y	
	Facilitate the flow of external information and provide a source of expertise on invasive species	Y	Y	
	Improve stakeholder communication, collaboration, coordination, and information sharing	Y	Y	
	Prevent new invasive species from arriving and follow integrated management and early detection and rapid response (EDRR) protocol to prevent their establishment if and when they do arrive.	Y	Y	Y
	Minimize or reverse the spread of existing invasive species through coordinated, integrated invasive species management efforts.	Y		Y
	Ensure program sustainability	Y		Y
Pillars of the BC Invasive Species Strategy 2014-2022	Establish and Enforce Effective Regulatory Tools	Y		
	Strengthen Collaboration	Y	Y	Y
	Prevent Introduction and Spread	Y	Y	Y
	Implement Effective Control, Restoration, and Monitoring Programs	Y		Y
	Support and Extend Relevant and Applicable Research	Y		Y

## Program Area 1: Coordination, Consultation & Administration

### Projects / Tasks:

#### **1. Strategy & Planning**

- a. Finalise and distribute SSISC 5yr Strategic and Operational plans
- b. Regional Strategy:
  - i. Implement 1st year of new Strategic Plan
  - ii. Implement 1st year new Operations Plan
- c. Assess the delivery of previous year's programs using the Outcome Measurement Framework
- d. General Program Development
  - iii. Define expectations with local and regional governments regarding SSISC's involvement in bylaw referral process
  - iv. Continue to facilitate and support senior staff in gaining QEP credentials (e.g. R.P.Bio and/or P. Ag.) to enable SSISC to potentially expand possible revenue sources (e.g. developers)
- e. Workplanning:
  - i. Maintain and manage staff workplans in Asana
  - ii. Develop and submit funder-specific workplans, as per funding agreements
- f. SSISC Branding Guide
  - i. Implement SSISC's Branding Guide for all communications (including Social media) - see *Program Area 2, section 24 below*
- g. Species & Site Prioritisation
  - v. Invasive Plants - continue to review and revise as needed
  - vi. Invasive Animals – continue developing draft list and management categories
- h. Analyze and communicate program results and efficacy
  - vii. Mapping, data analysis, mapping change
  - viii. SSISC Annual Reporting

#### **2. Host Annual General Meeting & Land Manager/Partner Planning Session (virtual)**

#### **3. Fundraising**

- a. Continue to review and update SSISC's Fundraising Strategy, and database of potential funders (shared with RISOs)
- b. Review fee-for-service charge out rates, and increase as required
- c. Review 'Consulting' charge-out fees, and figure out ways to cover SSISC staff time for bylaw support
- d. Maintain Canada Helps Donation Page and develop strategy for soliciting donations
- e. Seek new funding partnerships, possibly including, but not limited to:
  - i. Sitka Foundation
  - ii. Vancouver Foundation
  - iii. West Vancouver Foundation (for Howe Sound projects)
  - iv. Independent power projects
  - v. The Nature Trust
  - vi. Funding for projects with First Nations
- f. Apply for diverse funding:

- i. Refer to 'List of Potential Funding Sources'
- ii. Consider applying to funders that are focused on species at risk, wildfire recovery, First Nations and/or climate change.

**4. Partnership Building**

- a. Actively target and invite a broad range of stakeholders to collaborate on common goals
- b. Build new, and maintain existing partnerships
  - i. Attend stakeholder hosted virtual meetings
  - ii. Submit proposals to existing funders for expanded programs
  - iii. Continue to invite CN Rail to participate in regional planning for invasives
  - iv. Increase engagement with forestry companies in Sea to Sky
- c. Networks:
  - i. Maintain membership with ISCBC, consider joining the affiliate network
  - ii. Maintain membership with North American Invasive Species Management Association
  - iii. Maintain membership with IVMA of BC
  - iv. Maintain membership with the Society for Conservation GIS
  - v. Consider membership with Canadian Council on Invasive Species
  - vi. Consider membership with the Society of Ecological Restoration
  - vii. Consider membership with Whistler or Squamish Chamber of Commerce

**5. Continue to build partnerships with First Nations**

- a. Invite First Nations to participate in annual planning process
- b. Seek advice and input from First Nations for improving SSISC's diversity and inclusion practices
- c. Consider applying for indigenous-specific wage subsidy funding, in order to provide employment opportunities for indigenous community members
- d. Invite N'Quatqua and Lil'wat Nation members to participate and collaborate on invasive mussel prevention/education programs
- e. Work with Lil'wat Nation members on Wild Parsnip management on reserve lands
- f. Increase involvement with, and seek input from indigenous groups as part of SSISC's education & outreach efforts:
  - i. Promote indigenous knowledge (e.g. blog posts, social media)
  - ii. Directly invite indigenous groups to events, and to participate in training

**6. Collaborate with other organisations**

- a. RISO:
  - i. Attend Monthly calls & Summer Tour
  - ii. Participate in discussions and share information on the RISO list serve
  - iii. Share Annual Program Plans
  - iv. Share information and experiences with RISO group
  - v. Collaborate on programs and projects
- b. ISCBC and IMISWG:
  - i. Share Annual Program Plans
  - ii. Participate in Joint Strategic Meetings with ISCBC and other RISOs, and provide input on common messaging aimed at politicians and decision makers
  - iii. Participate in Invasives BC development review team
  - iv. Participate in Aquatics calls with MOE
  - v. Participate in Soils Working Group initiatives

- vi. Partner on Changing behaviour programs and other provincial level initiatives
- c. Canadian Council on Invasive Species
- d. Whistler & Squamish Non-Profit Networks
- e. Metro Vancouver Regional Invasive Species Working Group (RISWG):
  - i. Continue to provide input on invasives and compost research project (led by Metro Vancouver RD)
- f. Salish Sea – European Green Crab Working Group
- g. Other local Environmental NGOs / Sea to Sky Environmental Non-Profit Network
  - i. Continue to collaborate with AWARE, Stewardship Pemberton, Whistler Museum, Whistler Naturalists, Squamish River Watershed Society, Squamish Environment Society, South Coast Conservation Program, Squamish CAN and Friends of Howe Sound Society.

**7. Communicate with Federal and Provincial Government**

- a. Submit input to Standing Committee on Finance
- b. Maintain communication with MLA Sturdy and improve communication with MP Weiler
- c. Communicate need for federal funding for marine and aquatic invasive species (e.g. European Green Crab) to federal government
- d. In collaboration with other groups in BC (e.g. ISCBC and RISOs), continue to communicate the need for action on Invasive Species Act and increased funding for invasive species management in BC, to provincial ministers.

**8. Support local Government**

- a. Provide support to local government for bylaw development and implementation.
- b. Continue to review and improve existing species-specific Landholder letters, create more as needed, for more species
- c. Deliver educational letters to private landholders about local government invasive species related bylaws
- d. Refer sites to local government bylaw officers, when non-compliance is observed
- e. Develop MOUs with local governments (RMOW, DOS and SLRD) for SSISC's role in bylaw education and follow-up.
- f. Ensure municipal budget requests (for Local Government Partnership Program Fees, and Operational funding requests) are submitted in advance of budget preparation deadlines.

**9. Information Flow / Research**

- a. Stay current on latest research and information
- b. Provide opportunities for professional development, training and learning for staff and board members
- c. Participate in workshops, conferences, webinars and other discussions
- d. Support, and provide in-kind contributions to current research efforts
- e. Continue to work with academics on statistical analysis of region-wide knotweed and yellow-flag iris treatment efficacy data
- f. Maintain communication and feedback from external partners/trained persons back to the council and its members

**10. Manage Sightings database**

- a. Receive and verify sightings
- b. Follow regional EDRR protocol (outlined in SSISC's Operational Plan)

- c. Enter confirmed sightings into provincial databases, and approach landowners for funding and permission to treat, where possible
- d. Make invasive plant maps/geodatabase available to partners
- e. Verify Report-A-Weed sightings

**11. Provide Source of Expertise**

- a. Provide advice to stakeholders
- b. Participate in provincial level conversations and workshops about relevant topics (e.g. knotweed treatment techniques, GIS and mapping)
- c. Provide input and feedback on ISCBC and provincial government initiatives
- d. Develop and offer workshops and training for specific topics and audiences

**12. Disposal**

- a. Meet with local governments and Sea to Sky Soils to discuss, and possibly amend disposal recommendations for the region
- b. Offer to assist Soils Working Group with composting trials

**13. Governance**

- a. Staff communication with Board of Directors & Advisors
- b. Quarterly Board Meetings
- c. Continue to develop Policy Framework, and finalise new policies
- d. Recruit new Board Members
- e. Update Board Manual

**14. HR & Training**

- a. Aim to hire a diverse and inclusive staff team
- b. Employ Outreach Team:
  - i. Outreach Coordinator (year round, existing position, currently filled)
  - ii. Project Coordinator (year round, existing position, currently filled)
  - iii. Hire Outreach Assistants (students, seasonal, number of positions determined by funding – aiming for 2)
- c. Employ Field Team:
  - i. Field Program Manager (year-round, existing position, currently filled)
  - ii. Field & Data Technician (part-time, existing position, currently filled)
  - iii. Hire Field Program Supervisor (April – Oct)
  - iv. Hire Field Crew Lead Hands / Technicians (seasonal)
  - v. Hire Field Crew Members (students, seasonal)
  - vi. Hire Field Contractor
- d. Continue to build and improve SSISC Staff Handbook (include SSISC ‘How To’ Guides, and all HR policies)
- e. Improve pre-season Staff Training
- f. Research benefits and retirement plan options for year-round staff, and present proposal to board for consideration
- g. Carry out staff exit interviews at end of season contracts
- h. Volunteers:
  - i. Develop a SSISC Volunteer Strategy
    - 1. Maintain a list of volunteers and their skillsets, interests and availability

2. Create a list of possible volunteer tasks and activities (see examples listed in the 'Community Weed Pull' section below).
  3. Provide opportunities to volunteers, upon request
- ii. Implement year 2 of European Green Crab – Citizen Science volunteer program (more information below under 'Citizen Science' section)

**15. Health & Safety**

- a. Review and update Occupational Health & Safety plan
- b. Hold monthly Safety Meetings
- c. Ensure workplace safety inspections are completed, as per the Occupational Health & Safety plan
- d. Review and update COVID-19 Exposure Control Protocol and/or Communicable Disease Protocol, and follow all current public health orders.

**16. Climate Change Adaptation & Mitigation Initiatives**

- a. Limit the distances we drive, maximise car-pooling, biking and transit use:
  - i. Establish and offer bike and e-bike mileage allowances to staff, as an alternative to traditional vehicle allowances, for SSISC-business short distance travel
  - ii. Assign field crews to a specific area to minimize their need to travel. For example, a crew based in Whistler will mostly be in charge of invasive plant sites located in the northern region of the Sea to Sky instead of a Squamish-based crew driving to the northern part of the region.
  - iii. Allow staff to work from home, instead of traveling to the Whistler office, when possible
  - iv. Use Zoom for virtual meetings when possible, instead of holding in-person meetings which often require regional travel by car
- b. Ensure purchasing of supplies and equipment considers sustainability, carbon footprint and emissions
- c. Research and develop a fundraising plan for transitioning away from traditional gas vehicles, and instead utilizing lower emission vehicles (e.g. hybrid vehicles, electric pick-up trucks, e-bikes) to deliver SSISC's programs.
- d. Keep abreast of current research and predictive models related to invasive species and climate change, and ensure our priority species lists include species likely to enter the region due to shifting or expanding distributions.

**17. Finances & Payroll**

- a. Update Monthly cashflow forecasts
- b. Provide Quarterly financial statements to Board
- c. Continue to use Harvest for timetracking
- d. Continue to run semi-monthly payroll using ADP
- e. Continue working with current book-keeper
- f. Review GST status
- g. Consider investing reserve funds into a GIC or other investment

**18. Administration**

- a. Plan to purchase Professional liability insurance, once senior staff have achieved professional designation
- b. Complete Annual Charities Return & File BC Societies Annual Report
- c. Maintain an internal master contact list (stakeholders, partners, members etc.)

- d. Secure a Whistler business (non-profit) licence and finalise Value in-kind agreement for office space with RMOW
- e. Purchase office furniture and equipment including:
  - i. 2 new laptops for outreach team

#### Funders:

- Local Governments (Local Government Partnership Program Fees support Program Areas 1&2):
  - SLRD
  - RMOW
  - DOS
  - VOP
  - Lions Bay
- Whistler Community Foundation
- MFLNRORD
- MOTI
- Revenue from Fee-for-service programs
- Donations

## Program Area 2: Education & Outreach

#### Projects / Tasks:

1. ***'Invasive-free' Certification Program for Horticulture, Landscaping and Earthmoving Companies***
  - a. Make minor updates to the online course as needed
  - b. Promote the course on social media, during events and in traditional media
  - c. Invite local horticulture, landscaping and earthmoving companies to take the course
  - d. Share successes and challenges with other RISOs looking to create a similar program in BC
  - e. Address low completion rates and implement possible solutions
  - f. Follow up with certified companies to renew their commitment
  - g. Offer the updated Guide to Identification & Management (print) at a discount when signing up
  - h. Develop and send out a monthly "Invasive-Free Newsletter" to certified individuals (May to October)
2. ***'Aquatic Invasives 101' education program for eco-tourism providers***
  - a. Make minor updates to the online course as needed
    - i. Capture participants' professional affiliation, if relevant
  - b. Promote the Aquatic Invasives 101 online course (created in 2020) on social media
    - i. Create messaging tailored to individuals as well as companies
  - c. Invite eco-tourism companies to participate in training
    - i. Develop more formal incentives for companies to take the course (such as a seasonal feature on our AI 101 page)
    - ii. Broaden reach to Facebook groups and First Nations

- d. Continue to focus on expanding the program to Squamish and D'Arcy
- e. Provide incentives for program participants to take the course and/or report sightings (e.g., go into a draw for a prize)

### **3. Training programs/workshops**

- a. Provide tailored training (virtual or in-person, restrictions permitting) workshops to target audiences, which may include:
  - i. Municipal staff
    - 1. Work with municipalities to address the training needs of their staff
  - ii. Highway maintenance staff
  - iii. Landfill & transfer station staff
  - iv. Herbicide application workshop (upon request)
  - v. First Nations communities
  - vi. Environmental consultants
    - 1. Explore the possibility of developing an asynchronous, self-serve online course for environmental consultants
    - 2. Find out what objections or barriers exist to participating in our current training offer
  - vii. Gardening groups
  - viii. Forestry companies
  - ix. Real Estate professionals
    - 1. Make updates (fix mistakes) in Realtors course and promote on social media and by directly contacting local real estate groups
  - x. Land developers
- b. Promote external training programs where relevant and appropriate, e.g. ISCBC, other BC RISOs, IVMA of BC or CCIS.
- c. Explore the possibility of creating a short online training session for land-based ecotourism providers
  - i. Alternatively, work with ISCBC to promote their Invasive-Wise tourism course

### **4. Develop and deliver content for educators**

- a. Continue to develop and distribute invasive species lesson plans, teaching resources and activities for:
  - i. School teachers
  - ii. After-school programs
  - iii. Nature camps
- b. Partner with LRISS and OASISS to develop and promote a list of activities that teachers can use in their classes (sorted by grade, space needed, and aligned with curriculum and core competencies)
  - i. Subsequently, collaborate with LRISS and OASISS to develop educational 'toolkits' (that teachers can borrow and use in their classrooms)
- c. Continue to update and promote educational resources webpage ([ssisc.ca/teachers](http://ssisc.ca/teachers))
- d. Continue to work with other non-profit organizations in the region to incorporate invasive species content in programming, e.g.: AWARE, Stewardship Pemberton, Whistler Museum, Whistler Naturalists, Squamish River Watershed Society, etc.



- e. If COVID-related restrictions allow, participate in AWARE’s monthly nature camp as a one-time guest
- f. Continue to garner interest and uptake for Pro-D ‘train the teacher’ session in SD48
- g. If COVID-related restrictions allow, plan educational activities and weed pulls with classes of SD48 schools
  - i. Ecole les Aiglons
  - ii. Whistler Secondary School
  - iii. Signal Hill Elementary School

## **5. Community Weed Pulls**

- a. Rebrand the DIY Weed Pull Toolkit (to simplify its name)
- b. Promote the DIY Weed Pull Toolkit on social media and at events
- c. If COVID-related restrictions allow, host small community weed pulls in Squamish, Whistler, Pemberton & Lions Bay (day events)
  - i. Provide training, equipment and refreshments to participants
  - ii. Offer weed pulls as volunteer opportunities for Girl Guides, Scouts, school groups and other non-profit groups
- d. Continue to build mapping for potential weed pull site locations
  - i. Complete initial potential weed pull site visits in spring
  - ii. Continue to update the list with new sites/information (living document)
  - iii. Create one-pager outlining the process for adding suggestions to the potential weed pull site list + protocol for assessing them
- e. If COVID-related restrictions allow, host Whistler Adopt-a-Trail (season-long burdock weed pull):
  - i. Call to Action – Ask people to adopt a section of the Valley Trail, park, or other burdock-infested area, and to remove burdock at the site for the season.
  - ii. Implement suggested program improvements from 2019, including treatment and disposal recommendations
  - iii. Improve volunteer training and communications: offer in-person training (outdoors, in small groups), remain in contact regularly with volunteers
  - iv. Develop a strategy for burdock plant material pick up (in collaboration with the RMOW)
  - v. Promote Adopt-a-Trail on social media, on public bulletin boards, and on volunteerconnector.org
  - vi. Provide training, equipment and tools to volunteers
  - vii. Seek prize donations from local businesses
  - viii. Update webpage with info/maps/signup form
  - ix. Collaborate with RMOW staff on timing of trailside vegetation management
  - x. Consider revegetation or seeding at some sites
  - xi. Work with Leslie Anthony to publish a blog post or white paper about his observations regarding burdock manual control
- f. If COVID-related restrictions allow, develop the Adopt-a-Trail program for Squamish, building on mapping completed in 2020.
- g. If COVID-related restrictions allow, develop a volunteer knapweed removal program for Bayly Park, Whistler

- h. Possible partners: AWARE Conference Program; Squamish Environment Society; Squamish River Watershed Society; Girl Guides & Scouts; high schools; Lower Mainland Green Team; Leslie Anthony.

## **6. Citizen Science**

- a. Green Crab Citizen Science Monitoring Project:
  - i. Monitor Howe Sound for Green Crab: expand the Crab Team volunteer program to 4 sites (Squamish and South)
    - 1. Update Survey Plan & Methodology
    - 2. Obtain Section 52 Scientific Collection Permit
    - 3. Receive updated training and new traps from DFO
    - 4. Recruit, train & equip 12 local volunteers
    - 5. Volunteers to conduct monthly trap surveys April-September
    - 6. Collate and analyze data, report results to DFO
  - ii. If COVID-related restrictions allow, hold a volunteer appreciation event
- b. Increase awareness of Green Crab and its potential impacts:
  - i. Develop & distribute promotional material (poster, rack card, social media content) through key partners and at events, if possible
  - ii. Disseminate information about the program: put up informational posters on community bulletin boards and mailboxes, write and share press release
  - iii. Promote the program on social media and in local newsletters
- c. Possible partners (Green Crab): Fisheries and Oceans Canada, Whistler Community Foundation, Squamish Community Foundation, TD Friends of the Environment Fund, BC Conservation Awards, Sitka Foundation

## **7. Signage**

- a. Continue to install and maintain Do Not Mow signage along Highway 99 to alert roadside mowers of knotweed locations
- b. Continue to Install knotweed interpretive signage at highly visible sites on public land
- c. Add Yellow Lamium signage at Lions Bay public locations, for instance:
  - i. Main Lions hiking trail access at the north end of Sunset Drive
  - ii. Trudi's Trail access at the south end of Sunset Drive
  - iii. Along Mountain Drive (at the large patch)
  - iv. At the school gravel lot trail access
  - v. Lions Bay beach or somewhere along Lions Bay Avenue
- d. Himalayan Balsam signage in Squamish:
  - i. Replace the sign at the entrance of the Little Stawamus Dyke trail that went missing (noticed in August 2021)
  - ii. Consider working with DOS to have a metal sign installed at the entrance of the trail, on an existing structure (more permanent)

## **8. Information Booths at events**

- a. If COVID-related restrictions allow, host a booth at Outreach events including: Earth Day, Rivers Day, Squamish & Pemberton Farmers Markets, Brackendale Fall Fair

## **9. Plantwise/Grow Me Instead Program**

- a. Check in with garden centres – survey plants, seed mixes and birdseed mixes for sale

- i. Continue to pursue other plant retailers, e.g. flower vendors without physical storefronts, online indoor plant retailers, herbalists
- b. Work with ISCBC to deliver the Plantwise message to centralized purchasing departments of big box stores
  - i. Connect with bigger chain stores locally earlier in the season (winter)
- c. Seek commitments from plant sellers to stop the sale of invasives
- d. Work with ISCBC to update Grow Me Instead resources (to make the 2021 resources compliant to local bylaws regarding bear attractants)
- e. Print or order and distribute Grow Me Instead resources and promote the Plantwise website
- f. Review seed selections and provide SSISC regional priority plant list, and Plantwise resources to seed libraries, seed swaps, seed fundraisers and 'Seedy Saturday' events.
- g. Develop, publish and promote an Invasive-Free Gardening Guide (website opt-in)
- h. Strengthen relationship with local gardening groups & community gardens
- i. Offer a 'PlantWise' invasive-free seed mix for sale at events: design labels, work with volunteers to fill the seed packets, promote
- j. Work with strata councils and strata management companies on residential, low-priority invasive plant control and disposal

#### **10. Clean Drain Dry**

- a. Deliver Clean Drain Dry message to water-based recreation users:
  - i. If COVID-related restrictions allow, provide in-person outreach at boat launches, and survey boaters.
  - ii. Install signage at boat launches:
    - 1. Whistler – work with the RMOW to install Clean Drain Dry signage at boat launches (Alpha, Alta and Green Lakes)
    - 2. Squamish – explore the possibility of installing Clean Drain Dry messaging at Cat Lake and Brohm Lake
  - iii. Targeted outreach to recreation companies who use boats
- b. SSISC crews to disinfect gear when moving between waterbodies
- c. Outreach to professionals (e.g., environmental consultants) who move equipment / waders between waterbodies
  - i. Promote Aquatic Invasives 101 online course
- d. Communicate provincial boat inspection statistics to stakeholders and partners, e.g. how many mussel-fouled boats are headed for the region.

#### **11. Play Clean Go**

- a. Continue to work with mountain biking groups (WORCA/SORCA/PORCA):
  - i. Provide outreach content for newsletters and social media
  - ii. If COVID-related restrictions allow, attend events
  - iii. Work on trailhead signage projects
- b. Continue to work with local government:
  - i. Provide outreach content for newsletter and social media
  - ii. On trailhead signage project
  - iii. On potential bike wash stations

- c. Continue to work with Whistler Blackcomb and the Sea to Sky Gondola on potential installation of signage, boot brush and bike wash stations
- d. Seek funding for, design, and install more boot brush stations in BC Parks
- e. Consider approaching a local mountain biker to be a PCG social champion for 2022 (influencer marketing)
- f. Distribute boot brushes at events
- g. Continue to promote the Play Clean go message to:
  - i. Squamish Dirt Biking Association
  - ii. Trail running community
  - iii. Bike shops
  - iv. Eco-tourism providers (e.g., ATV tours)
  - v. Dog walking groups / companies
  - vi. Hiking groups / clubs / seniors walking groups
  - vii. Horseback riding tour providers
- h. Perform outreach with travel van / camper / trailer rental companies or groups
  - i. In addition, approach campgrounds that accept RV's for outreach
  - ii. Also include bats messaging at the start of the season

#### **12. Don't Let it Loose / Invasive Fish Program**

- a. Deliver Don't Let It Loose message to the community:
  - i. Write press releases, social media posts & media articles about Goldfish, Bullfrogs, Red-eared Slider Turtles, etc.
  - ii. Outreach to schools (if COVID-related restrictions allow; see point 4)
  - iii. Outreach to pet stores in the region
  - iv. Draft and publish a Don't Let It Loose post on local Craigslist (pets section)
- b. Goldfish and other invasive fish:
  - i. Collaborate with RMOW to install goldfish signage at Whistler lakes (Don't Let it Loose + Report sightings messaging)
  - ii. Continue to distribute informative Goldfish letter to lakeside residents (strata properties in Whistler) through property management companies
  - iii. Explore the possibility of installing goldfish signage at One Mile Lake (Don't Let It Loose + Report sightings messaging)
- c. Increase awareness about invasive fish in Squamish, by creating a 'Have You Seen Me?' series of blog posts and social media posts about invasive fish (e.g. Brown Bullhead in Brohm Lake, and Pumpkinseed in Edith & Stump Lakes).

#### **13. Knot on My Property**

- a. Continue to promote & distribute resources

#### **14. Alienbusters**

- a. Continue to promote & distribute resources

#### **15. Worst Weeds / Most Wanted**

- a. Rework the Whistler Worst Weeds messaging and rebrand; update, promote and distribute resources
- b. Continue to promote & distribute Squamish Most Wanted resources
- c. Create Worst Weeds series/program specifically for Lil'wat

**16. I Spy In the Sea to Sky – Flowering Times Calendar**

- a. Promote digital and printed calendar; distribute at events (if COVID-related restrictions allow)
- b. Continue to post I Spy riddles to social media
  - i. Invite participation by doing a monthly draw
  - ii. Seek donations from local businesses

**17. DigSmart**

- a. Work with MFLNRORD Squamish, local governments and partners to distribute educational resources
- b. Share DigSmart resources with RISOs, ISCBC and Provincial Soils Working Group
- c. Encourage earthmoving companies and landscape supply companies to participate in Certification Program

**18. Purchase / Print Outreach Resources**

- a. Plantwise / Grow Me Instead, Don't Let It Loose, Play Clean Go, Clean Drain Dry and Buy Local Burn Local/Don't Move Firewood printed resources
- b. SSISC Factsheets
- c. SSISC brochures
- d. ISCBC and IMISWG factsheets
- e. Develop and implement a digital system to record the distribution of physical resources in real time
- f. Utilize QR codes for the distribution of digital resources
  - i. Implement QR code tracking

**19. Purchase Outreach / Display Equipment**

- a. Assess the need for acquiring a second booth set-up (in the context of COVID restrictions and events)
- b. Replace pieces of outreach and display equipment that are damaged or missing: table, canopy carrier case, QR code poster displays

**20. Maintain, manage and improve the Photo & Video Library**

**21. Resource Development**

- a. Guide to Identification & Management
  - i. Finalize, print, promote and distribute the updated Guide to Identification & Management
  - ii. Offer the printed Guide to Identification & Management for sale on the SSISC website
- b. SSISC Species factsheets
  - i. Continue to expand our set of species profiles and factsheets available on ssisc.ca
  - ii. Review and update datasheets (along with associated factsheets and species profile pages) that were created 3 or more years ago
- c. Species distribution maps
- d. Continue to build herbarium of invasive plants
- e. How-to videos and reels

**22. Program Communications**

- a. Communication Plan:
  - i. Review and implement for 2022
    - 1. Write and publish blog posts answering targeted questions

- b. Develop a courtesy letter drop protocol and campaign, implement where needed (e.g. letters for property owners adjacent to yellow flag iris removal sites in Squamish sloughs)
- c. Publish & distribute “What to Expect” document for invasive plant treatment fee-for-service clients
- d. Increase community networking and involvement: strive to be more up to date on other organization’s projects and possibilities for collaboration (Pemberton Farmers’ Institute, for instance)

**23. Website**

- a. Continually update blog / news / events / resources sections
- b. Continue to add species profiles
- c. Implement planned restructure of pages on SSISC.ca
- d. Implement search engine optimization techniques
- e. Develop and implement a paid traffic strategy

**24. Social Media**

- a. Update the Branding Guide
- b. Evaluate Social Media Strategy for 2021
  - i. Develop and implement a paid post strategy
- c. Draft, implement and evaluate a Social Media Strategy for 2022
- d. Maintain a tag, hashtag, and partner handle database
- e. Provide social media content to partners for them to post through their own accounts
- f. Consider pitching ideas to local podcasts
- g. Consider conducting interviews with staff, contractors and partners in the field - for content
- h. Improve content repurposing

**25. News Media**

- a. Prepare and share press releases, as relevant
- b. Work with the Whistler Naturalists to guest author a Naturespeak article
- c. Write Letters to the Editor of local newspapers (as relevant)
- d. Write guest blog post series for the Wellness Almanac

**26. Newsletter**

- a. Communicate news and information to membership via newsletter
  - i. Consider increasing frequency of the newsletter (while decreasing the content of each edition)
- b. Provide content to partners for inclusion in their newsletters (e.g., Squamish River Watershed Society, Whistler Today)

**27. Provide advice and information to private landholders and stakeholders**

**Funders (TBC):**

- Whistler Community Foundation
- Local Governments (Local Government Partnership Program Fees support Program Areas 1&2):
  - SLRD
  - RMOW
  - DOS
  - VOP

- Lions Bay
  - MFLNRORD
  - MOTI
  - Gaming Grant
  - Canada Summer Jobs
  - ECO Canada
  - Project Learning Tree Canada
  - Revenue from Training Programs
  - Revenue from fee-for-service Field Program (e.g. private landholders)
  - DFO Aquatic Invasive Species (in-kind supplies and equipment)
  - Other grants (TBD)
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## Program Area 3: Inventory, Control & Monitoring

### Projects / Tasks:

#### 1. Invasive Plants:

##### a. Early Detection Rapid Response (EDRR) for regional high priority species:

- i. Respond rapidly to reports of new species, or new locations of high priority species (i.e. plants on SSISC's 'Prevent' or 'Eradicate' list for a given area), regardless of jurisdiction.
- ii. Map new locations of high priority invasive species.
- iii. Carry out targeted control at new sites using the Integrated Pest Management approach and following the Pest Management Plan for the South Coast, and SSISC's Strategic and Operational Plans.
- iv. Record all data using SSISC's internal GIS system and iPads, and upload data to the provincial mapping application (InvasivesBC).
- v. Monitor sites for re-growth throughout the field season and re-treat as necessary.
- vi. Conduct a letter-drop campaign to notify landowners who have high priority species on their property.
- vii. Provide follow-up alerts to bylaw staff of partner local governments when inaction is observed.
- viii. Provide support to MFLNRORD staff for provincial EDRR species in the region (e.g. Flowering Rush).

##### b. Strategic Inventory, Control & Monitoring for more established species:

- i. Monitor previously treated sites, and re-treat where required.
- ii. Identify high priority 'Contain' and 'Strategic Control' species and sites for each sub-region.
- iii. Maintain containment lines for 'Contain' species.
- iv. Carry out surveys, manual and/or chemical treatments (with herbicide rotation) of these species at strategic locations throughout the corridor.

- v. Carry out inventory of invasive plant species at selected sites (e.g. lakes, gravel pits, First Nation reserves, SLRD maintained trails, independent power project sites, important ecological areas).
  - vi. Identify high priority inventory areas within SSISC's boundary (e.g. forest service roads, high-use trails).
  - vii. Monitor 2022 treatment sites for re-growth in late summer/fall and re-treat as necessary.
  - viii. Review and improve SSISC's Monitoring Protocol.
  - ix. Record all data using SSISC's internal GIS system and iPads, and upload data to the provincial mapping application (InvasivesBC).
- c. Private lands Fee-for-service Program:**
- i. Respond to requests for quotes for new sites/clients.
  - ii. Provide invasive species inventory, control and monitoring services for private landholders, where possible and safe to do so.
  - iii. Promote the fee-for-service program, seek new clients.
- d. Biocontrol:**
- i. TBC - Monitor for biocontrol agents at sites across the region (if required).
  - ii. TBC - Request Purple Loosestrife biocontrol agents from provincial government (dependent on availability) and release them at the Squamish River west bank PL site in 2022 (dependent on collaboration with boat owner).
  - iii. Record all data using SSISC's internal GIS system and iPads, and upload data to the provincial mapping application (InvasivesBC).
- e. Soil Monitoring:**
- i. Monitor sites in Whistler and Squamish where knotweed infested soil has been deposited.
  - ii. Treat new growth where required.
  - iii. Monitor sites (e.g. construction/development sites) where new soil or fill has been brought in and deposited. Map any high priority species and treat where possible.
  - iv. Communication and Collaboration with local and regional governments and the BC Invasive Species & Soils Working Group.
- f. Site Restoration:**
- i. Maintain a list of sites that are candidates for site restoration.
  - ii. Create a seeding protocol.
  - iii. Plant native plants and spread seed mixes at selected sites in the region to help suppress the re-emergence of invasive plants, post treatment.
  - iv. Collaborate with other local environmental organizations to carry out site restoration (e.g. Squamish River Watershed Society, AWARE).
- g. Applied Trials & Efficacy Database:**
- i. Continue to carry out applied trials for 'knock and spray' knotweed treatment method.
  - ii. Work with academics on statistical analysis of efficacy database.
  - iii. Report on successes and methods that are working well.
  - iv. Create reports outlining procedures and results of applied trials.
- h. Targeted Grazing:**
- i. Research targeted grazing and reassess feasibility in our region.



- ii. Maintain a list of sites that would be good candidates for targeted grazing.
- i. Mapping:**
  - i. Continue to improve SSISC's cloud-based digital field data collection system.
  - ii. Source and analyse reference data layers for field program planning (e.g. Species at risk locations).
  - iii. Create Site Boundary Polygons for all active invasive plant sites.
  - iv. Share site-scale data (plant points/lines and polygons) with partners.
  - v. Spatial analysis using site scale data.
  - vi. Submit requests for species to be added to InvasivesBC.
  - vii. Work with local government partners to ensure spatial data (detailed invasive species locations) and species information are shared with relevant staff (mowers, environmental staff, planners etc.).
  - viii. Create updated, regional invasive plant sightings maps (by species) for all high priority species.
  - ix. Prepare maps for Annual Partner Planning Session.
  - x. Prepare containment line maps for selected species.
- 2. Invasive Animals:**
  - a. Mapping, Status and Strategy Development:**
    - i. Continue to collate invasive animal distribution records (from database sources including MOE, E-fauna, BC Conservation Data Centre, Wildlife Species Inventory, Whistler Biodiversity Project etc.) and make regional maps to better understand invasive animal distribution in the region.
    - ii. Develop and seek input on a presence/absence SSISC Invasive Animals Priority list.
  - b. Invasive Mussels:**
    - i. Communicate and collaborate with MOE, HCTF and other partners participating in the BC Mussel Defence program.
    - ii. Collect water and plankton samples from priority lakes in the region and have them analyzed for invasive mussel veligers.
    - iii. Communicate results to stakeholders.
    - iv. Record all data, digitally, using SSISC's internal GIS system and InvasivesBC (once available).
- 3. Coordination of the Field Program**
  - a. Purchase/Hire & Maintenance of Equipment & Supplies:**
    - i. Lease field trucks (likely 3).
    - ii. Perform maintenance on backpacks and stem injection equipment to ensure they are in good working order
    - iii. Maintain an inventory of field equipment and supplies.
    - iv. Create an inspection schedule for field equipment assigned to staff.
    - v. Purchase tools and supplies:
      - 1. herbicides
      - 2. new stem injection guns.
      - 3. new chest waders.
      - 4. one iPad.
    - vi. Purchase or rent an Inreach or other GPS device.

**b. Coordination**

- i. Planning & Staff Communication
  1. Schedule monthly field team meetings (in person if possible).
- ii. Schedule crews and contractor using Field Maps
- iii. Time-tracking using Harvest
- iv. Invoicing
- v. Secure Licences & Permits
- vi. Train new staff:
  1. Provide course materials and book exams for Pesticide Applicator Certificates.
    - a. Have crew members complete their Pesticide Applicator Exams within the first 3 weeks of their start date.
  2. Get new staff to complete Assistant Applicator training in first week.
  3. Improve training for Lead Hands and Field Crew Members.
  4. Complete a mid-season session to make sure all start-of-season training is solidified.
- vii. Improve and update staff training materials:
  1. Species Binders
  2. Herbarium
  3. How To Documents

**c. Communication with Field Program Partners & Landowners**

- i. Provide notifications to partners and landowners, as required.
- ii. Update private lands permission forms and email templates.
- iii. Develop detailed, informative memos for treatments on First Nations reserves (e.g. Wild Parsnip memo for Lil'wat Nation).

**d. Mapping & Reporting**

- i. Prepare maps and data summaries for funders.
- ii. Complete written funder/partner reports.

**Funders (fee for service, grants and agreements) - TBC:**

- MFLNRORD
- MOTI
- HCTF
- DOS (Env., Capital Projects, Operations)
- SLRD
- Squamish Nation
- Innergex
- Whistler Community Foundation
- RMOW
- Village of Lions Bay
- BC Hydro
- BC Parks
- Fortis BC
- Canada Summer Jobs

- ECO Canada
- Project Learning Tree Canada
- Private landholders
- Developers