



# Annual Report

Powering an Indigenous-led  
Clean Energy Future

[indigenoucleanenergy.com](http://indigenoucleanenergy.com)  
[icenet.work](http://icenet.work)

**2023**

# Our Evolving Impacts: A Message from ICE

Indigenous Clean Energy (ICE) has continued to evolve and grow as the demand for Indigenous leadership in clean energy becomes greater than ever. From a team of eight going into the pandemic, we have now grown to 40 with many new program offerings. We expect Indigenous leadership in clean energy to accelerate with Canada providing tax incentives for green technology and manufacturing as well as with provinces and utilities planning to rapidly increase clean energy generation.

Last year, we successfully launched several new programs, including the Bringing It Home Project Accelerator, the Regional Energy Advisor Training, and the Energy and Climate team. Moreover, various initiatives that had been delayed by the COVID-19 pandemic finally took place in 2023—we were thrilled to host a youth gathering in Whitehorse, Yukon territory as well as the 20/20 Catalysts Program and Indigenous Off-Diesel Initiative (IODI) on-site training weeks in Nova Scotia, Saskatchewan, and British Columbia.

We are immensely grateful to the ICE team for navigating the many changes that took place in 2023. We have matured as an organization through the completion of a third-party financial audit and the implementation of new controls and procedures around human resources and ICE's expenditures. We acknowledge the hard work and commitment that took place on the ground to make this change possible while also embarking on our busiest period of program delivery. All our team members deserve recognition for a successful year.

We also acknowledge former team members who supported this transformational period for ICE. Miigwech to Eryn Stewart, a founding member of ICE who provided much of the vision for our current program offerings. Chris Henderson, founding executive director, has provided support throughout the transition and continues to act as a valued member of the Energy and Climate team.

With Bringing It Home, our expansion into building efficiency reflects our commitment to strengthening Indigenous participation in housing. Although we tend to focus on energy generation when discussing net zero, housing has a much higher return on investment for carbon reduction. Moreover, efficient homes lead to healthier outcomes, and we see change in the Indigenous housing sector as needed for the health of our people, for carbon reduction, and the promotion of sustainable Indigenous housing stocks. As part of these ongoing efforts, last year, we introduced the Project Accelerator program. 15 Indigenous communities and organizations joined its inaugural cohort and are now leading the development of energy-efficient housing projects to bring healthy energy living to their members.



We are also responsive to Canada’s commitment to follow the U.S. and EU through its tax and investment policies intended to spur new clean tech manufacturing in the country as well as to facilitate a rapid investment in renewable energy generation and storage. We were active in letter writing to the Minister of Finance and other federal decision-makers about the investment tax credit and other mechanisms that will have a major impact on Indigenous communities and businesses.



We continue to advocate for and support Indigenous participation in new procurements of energy, such as in BC Hydro’s Call for Power. At the same time, we have called for federal and provincial governments and utilities to offer strategic and regionally tailored support to Indigenous communities that seek to plan and develop their own energy futures.

With investment in clean energy accelerating across the globe, we have begun to make connections with Indigenous kin in other regions, particularly in South America and Oceania. We have found that, much like Canada, Indigenous Peoples are seeking to mitigate the impacts of development on their way of life while also wanting to control their futures through energy sovereignty. We have learned that Indigenous Peoples in Canada have much to share through successful examples of community-led projects and co-ownership models, acknowledging that there is still significant work to do at home.



2023 was a year of growth, collaboration, and positive change for Indigenous Clean Energy. We extend our heartfelt gratitude to everyone who has been part of this journey.

**Cara Sanders**  
Board Chair

**James Jenkins**  
Executive Director

# A Conversation with the Universe

My heart is full as I drink my morning coffee looking out my window at the snow sparkling as the sun hits the mountain tops, at the trees whose leaves are anxious to burst open and at the birds in my yard gathering material to build nests. Another spring has arrived and the cycle of life continues.

I know deep within my being that I am a part of this extraordinary sacred process and my heart recognizes that these wondrous and wise beings are all my relatives: the birds, animals, insects, fish and sea creatures, plants, rocks, trees, water and air. These relatives provide our every need from the air we breathe to the food, water and shelter that sustains life. They know me and our connectiveness – our souls are intertwined.

In exchange, it is only fair that we respect our relatives and realize our deep obligation to

ensure their well-being. We must make every effort we can to reciprocate the love and care that they so freely give to us. We must take a stand at times and protect them from the adverse effects of human destruction and climate change. Small acts such as providing water or only taking from them what we need can be an act of love to them, to Mother Earth and to our Creator.

A Métis Elder, I turned 82 this year and I can say at this time in my life, I understand that I am privileged, humbled and filled with gratitude every day for the sacred life I have been given.

The land was here long before us and will be here long after we are gone. We are mere visitors for a short time on this beautiful planet and I truly hope we can appreciate what a gift we have been given.



**Davene Dunn**

Métis Elder  
Lac La Biche

*We invited Elder Davene Dunn to write an opening that grounds this report in gratitude and appreciation for the interconnections of this work, the support we received, and the numerous achievements in the past year. We hope this report honours the relationships we have had the privilege of cultivating and all the entities that have made our work possible.*



## Table of Contents

**01**

- About ICE

**02**

- Our Impact in 2023

**03**

- Telling Our Story

**04**

- Our Heartfelt Thanks

**05**

- What's Next

**06**

- Impressions from 2023

*We honour and respect the unceded, unsundered territory of the Algonquin Anishinaabeg people where ICE offices are located and the lands of all Indigenous people where our team members live and work.*

*We hold immense gratitude for the past, present, and future defenders of these lands, and will continually work to be in good relation with our kin.*



# About ICE





# Who We Are

Indigenous Clean Energy (ICE) is an independent non-profit organization that advances broad sustainable prosperity by amplifying First Nation, Inuit, and Métis leadership in clean energy projects.

Through high-quality, hands-on capacity building, career training, and mentorship, ICE supports Indigenous people in their clean energy journeys while promoting meaningful collaboration with energy companies, utilities, governments, development firms, clean tech innovators, the academic sector, and capital markets.

## **Vision**

A collaborative, community-driven clean energy future led by Indigenous Peoples.

## **Mission**

To amplify, accelerate, and assert Indigenous leadership in the clean energy transition.



# To the ICE Team, Board of Directors & Advisory Council

We extend our deepest gratitude to every member of the **ICE team, Board of Directors,** and **Advisory Council** for their contributions and commitment to our shared vision.

With your collective expertise, passion, and collaboration, we have achieved remarkable milestones and overcome numerous challenges in the last year. Your insights, guidance, and support have been fundamental in shaping our journey and in strengthening the entire ICE community.

As we continue to navigate the dynamic landscape of the clean energy industry, we count on your commitment to advancing energy sovereignty and the meaningful participation of Indigenous Peoples in a just transition.

We look forward to our continued collaboration and the exciting opportunities ahead.

## **Board of Directors**

- » Cara Sanders, Chair
- » Kory Wood
- » Mihsakwan James Harper
- » Bill Williams
- » Jordyn Burnouf
- » Grant Sullivan
- » Cherie Brant

## **Indigenous Advisory Council**

- » Kim Scott
- » Troy Jerome
- » Melina Laboucane-Massimo
- » Blair Hogan
- » Judith Sayers
- » Calvin Waquan
- » Corey Mattie
- » Ed Genova
- » Kyla Morrissette
- » Leona Humchitt
- » Sara Fralin
- » John Jensen



# Our Team



**Abhijit Dhanda**  
Curriculum Lead



**Alejandra Metallic-Janvier**  
ICE Mentorship Program Coordinator



**Alex Lemay**  
Generation Power Program  
Co-Manager



**Alexandra Jurecko**  
Communications Manager



**Alexandra Thomson**  
Director of Youth Programs



**Aubrey-Anne Laliberte-  
Pewapiconias**  
ImaGENation Program Manager



**Bonnie Van Tassel**  
Manager of the Indigenous Off-Diesel  
Initiative, ICE Mentorship and ICE  
Resources



**Cara Garneau**  
Communications Coordinator



**Chad Bonnetrouge**  
Energy Efficiency Program  
Coordinator



**Chris Henderson**  
Founding Executive Director



**Corey Cote-Diabo**  
Bringing It Home Program  
Manager



**Daphne Kay**  
Global Hub Manager



**Freddie Campbell**  
Director of Energy & Climate



**Hannah Smith**  
Learning and Evaluation  
Manager



**Ian Sholten**  
Program Director



**James Jenkins**  
Executive Director



**Jessica Tait**  
Sustainable Transportation  
Manager



**Justice Morningstar**  
20/20 Catalysts Program  
Manager



**Justin Pelan**  
ImaGENation Program  
Coordinator



**Kayla Fayant**  
Energy Advisor Program  
Manager



**Kayla Nolan**  
Generation Power Co-Manager



**Larissa Diamantopoulos**  
Bringing It Home Program Coordinator



**Lina Forero**  
Senior Communications  
Manager



**Mackenzie Roop**  
National Energy and Climate  
Policy Analyst



**Paulina Larreátegui**  
Program Relations Manager



**Ray Burrage-Goodwin**  
ImaGENation Program  
Coordinator



**Sheyenne Jumbo**  
Executive Assistant



**Sonia Leo**  
Manager of Grants and  
Contributions



**Susan Chau**  
Partnerships Intern  
(May-Aug 2023)



**Ricardo Dabydeen**  
Partnerships Intern  
(Jan-April & Sept-Dec 2023)



# Our Impact in 2023



# At a Glance...



ICE is deeply committed to harnessing the transformative power of building capacity in communities. Through our programs, Indigenous participants have built networks across Turtle Island and have brought home shared knowledge and a rich diversity of experiences to their communities.

With gratitude and pride, we hope our programs inspire others to collaborate and embrace our vision of advancing an energy transition that centers Indigenous leadership, rights, and values as a powerful means to drive climate action.

Below is a compilation of achievements from our programs throughout the past year. We believe these efforts are moving us in the right direction, advancing Indigenous inclusion in clean energy opportunities across so-called Canada.





# 1

## Bringing It Home Project Accelerator Program


In 2023, ICE and the Bringing It Home initiative proudly launched the inaugural cohort of the **Project Accelerator** program. This milestone is the culmination of years of collaboration to develop a program framework and curriculum that responds to the urgent need for better Indigenous housing conditions.

The Project Accelerator brought together 18 Project Stewards in 2023, representing 15 Indigenous communities from across Turtle Island. These dedicated changemakers have been collaborating to develop projects that make lasting improvements on the efficiency, health, and sustainability of housing in their communities. Project Stewards will continue developing their project plans until the program's conclusion in early 2025.


Our successful curriculum delivery has been made possible by our network of Indigenous experts, industry partners, and organizations who have come together to share their expertise and project experience with our participants.

Program support for participants includes:

### CURRICULUM




Webinar series




Two weeks of intensive, in-person capacity building

### MENTORSHIP




Project coaching




One-on-one technical mentorship

### FUNDING



\$125,000 in project grants



Wrap-around supports

# Bringing It Home

## Participating Communities



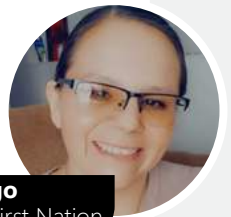
Being part of the first cohort for the BIH Project Accelerator program has been a transformative experience. I've had remarkable personal growth, honing my skills and forging meaningful connections within the energy sector. It has not only enriched my life but also increased my confidence as a project manager, allowing me to make a tangible impact on my community.



**Flora Elluk**  
Heiltsuk Nation



When I had started my journey as a Project Steward for the BIH Project Accelerator program, I was entering with little knowledge of the role. Through my continued participation in the BIH program, I have not only expanded my knowledge regarding energy use and consumption, but also my awareness of where and how my community has the potential to progress and reduce its carbon footprint.



**Chantelle Kechego**  
Chippewas of the Thames First Nation

Map of communities represented in the Project Accelerator program in 2023.

### Resources

- » Bringing It Home collaborated with [Ingenium](#), Canada's Museums of Science and Innovation, to create an Energy Investigation activity. The Energy Investigation was published in the [GenAction Science Spotlight](#), and is available in English and French.
- » The [Enabling Efficiency Report](#) explores the perceptions, barriers, and needs of First Nations, Inuit, and Métis people related to energy efficiency projects and careers. The report includes a detailed literature review, survey, one-on-one interviews, and recommendations for how to design programs and policies that enable Indigenous energy efficiency efforts.



### In the media

Check out the news coverage we received during our second on-site session in Wakefield, QC, featured on [CBC Ottawa Morning](#), [APTN National News](#), and [Canada's National Observer](#).





## 20/20 Catalysts Program

Last year, the **20/20 Catalysts Program** successfully welcomed and trained its sixth cohort, fostering leadership, innovation, and community engagement.

The program journeyed from the unceded territories of the Mi'kmaq in Unamaki to Cowessess First Nation, Meadow Lake, and Treaty 6 Territory, culminating on the traditional lands of the x̣m̄əθk̄'əȳəm (Musqueam), Sk̄wx̄wú7mesh (Squamish), and səliwətaʔ (Tseil-Waututh) Nations.

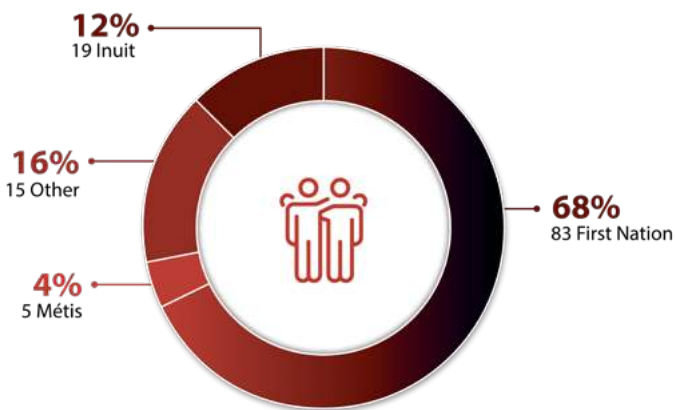
The 2023 cohort exemplified resilience, passion, and dedication as they delved into the heart

of clean energy solutions guided by ancestral wisdom and contemporary innovation.

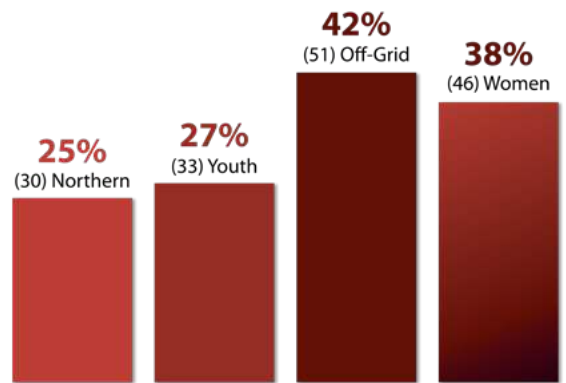
Throughout their journeys, ICE has seen the profound ripple effects of knowledge exchange. Indigenous communities not only embraced sustainable energy practices, but also emerged as trailblazers in driving environmental stewardship and economic development. As Catalysts, they ignited sparks of change within their communities, strengthening self-reliance, cultural revitalization, and a brighter, greener future for generations to come.



Map of past Catalysts (in grey) and 2023 cohort Catalysts (in red) locations across so-called Canada.



Graphic showing the percentages of First Nation, Inuit, and Métis participants who have completed the program since its establishment in 2016.



\*Northern = Territories + Nunavik + Nunatsiavut

Graphic showing the percentages of northern, youth, off-grid, and women participants who have completed the program since its establishment in 2016.

The 20/20 Catalysts Program has seen impressive growth. As of 2023, the program has supported more than 120 participants from Indigenous communities through six cohorts.

We are elated to witness Catalysts taking their learnings back to communities far and wide, enriching local initiatives and contributing to a sustainable future. We take immense pride in our program alumni who continue to champion sustainability, embodying the values instilled during their time in the program.

Furthermore, the program has received accreditation through the Community, Economic, and Social Development Program at Algoma

University, marking a significant milestone. This accreditation recognizes the dedication and impact of our Catalysts, providing them with tangible recognition and opportunities for further education and growth.

In response to Catalysts' feedback, the program curriculum underwent meaningful updates throughout 2023. With more emphasis on problem-solving sessions, we have supported Catalysts to address challenges within their clean energy projects head-on. Moreover, our team remains vigilant in monitoring the dynamic energy landscape in Canada, ensuring that the program evolves to remain as relevant and impactful as possible.





As we reflect on the achievements of 2023, we look forward to the continued growth and evolution of the 20/20 Catalysts Program. We remain committed to nurturing the next generation of changemakers, supporting them to lead with purpose, empathy, and integrity.

We continue to catalyze positive transformation and forge a brighter, more inclusive and equitable future for all.



As a participant in the 20/20 Catalysts Program, I am beyond grateful for its transformative impact on our community and the growth it has inspired within me. This initiative is not just about harnessing clean energy but empowering Indigenous Peoples to lead sustainable development in their territories.

Through the program, we received invaluable support, resources, and mentorship to implement renewable energy projects tailored to our needs and traditions. The guidance helped us navigate complex processes, secure funding, and build partnerships with industry experts while ensuring our cultural values and environmental stewardship remained central. Making connections with people across Turtle Island enriched our journey and broadened our perspectives.

The Indigenous Clean Energy 20/20 Catalysts Program is more than a catalyst for clean energy—it's a catalyst for change, resilience, and self-determination. It has empowered us to reduce our carbon footprint, create economic opportunities, improve energy sovereignty, and preserve our cultural heritage for future generations.

One example of personal development showcased during the program was when I actively engaged in collaborative decision-making processes within our community. Through facilitating discussions and seeking consensus on renewable energy initiatives, I not only honed my leadership skills, but also fostered a sense of unity and collective empowerment among community members. This experience reinforced the importance of inclusive governance and Indigenous-led solutions, inspiring others to actively participate in shaping our sustainable future.

I am immensely grateful for the opportunity to participate in this program, and I attribute much of my personal and professional growth to the invaluable experiences it has provided. I wholeheartedly endorse this program to any Indigenous community seeking to embrace sustainable energy solutions, while honouring their unique identity and connection to the land.

Chi-miigwech from a little Rez girl from Northern Ontario  
Jayden Fisher, 2023 Catalyst  
Food Sovereignty & Clean Energy Cultivator



**Jayden Fisher**  
Kiashke Zaaging Anishinaabek  
Gull Bay First Nation





**On-site 1**  
Mi'kmaq in Unamaki Territories



**On-site 2**  
Cowessess First Nation, Meadow Lake,  
and Treaty 6 Territory



**On-site 3**  
x<sup>m</sup>məθk<sup>a</sup>əyəm (Musqueam),  
Skwxwú7mesh (Squamish),  
and səliłwətał (Tseil-Waututh) Nations





## Indigenous Off-Diesel Initiative (IODI) Program

The **Indigenous Off-Diesel Initiative (IODI)**, co-delivered by Natural Resources Canada (NRCan), enrolled its second cohort in 2023.

The program welcomed 10 community teams, each represented by dedicated Champions who completed the 20/20 Catalysts Program and subsequently established their Energy Teams. These Champions received accelerator funds through IODI to support establishing their teams. They also received support from ICE through mentorship, monthly roundtable meetings, access to project advisors, and technical service grants.

Three teams were selected to also participate in ICE's Bringing It Home Program, which focuses

on the planning and implementation of energy efficiency and conservation projects for healthy homes. We congratulate Calvin Waquan, Jamie Pond, and AJ Esquega as the first wave of ICE Champions through Bringing It Home!

Each team prepared a detailed package outlining the steps required to plan and implement their projects, with support from the community. The project packages were submitted to Wah-il-a-toos, the Indigenous Council that advises NRCan on the delivery of IODI and were unanimously endorsed.

The ICE team congratulates all the Champions and their dedicated teams for their hard work and success!

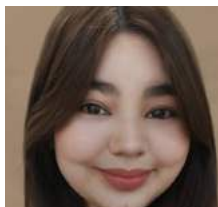
### IODI Champions



**Jamie Evic**  
Pangnirtung  
Nunavut Region



**Johnny Nassak**  
Kangirsuk  
Nunavik Region



**Jayden Fischer**  
Kiashe Zaaging Anishinaabek  
Gull Bay First Nation



**Grace Nakimayak**  
Paulatuk  
Inuvialuit Region



**Calvin Waquan**  
Mikisew Cree First Nation



**Tiran Smallboy-Zorthian**  
Mountain Cree Camp



**Edward Van Mierlo**  
Telegraph Creek,  
Tait'an Nation



**Jamie Pond**  
Kwikwasut'inuxw Haxw'ámis  
First Nation



**Tricia Bryant**  
Village of Ehitlateese,  
Uchucklesaht Tribe



**Lori Saunders**  
Xeni Gwet'in First Nation,  
Tsilhqot'in Nation

Over my six years with ICE, I can only feel like my experience often involves warmth, support, and a sense of belonging among individuals and colleagues who care for and uplift each other, fostering a deep connection and understanding akin to that of a family bond. IODI has empowered me to take a step towards self-independence through business and to continue working on energy independence with the Nations of our shared community. Thank you for allowing me to walk the path of sustainability as our ancestors once did.

”



**Calvin Waquan**  
IODI Champion

Being a mentor with ICE has been an enlightening and gratifying experience, allowing me to develop a reciprocal relationship of knowledge-sharing and capacity-building with Nations across Turtle Island.

”



**Michael Vegh**  
IODI Project Coach

**10**  
**PROGRAM**  
**PARTICIPANTS FROM**



**10**  
**INDIGENOUS**  
**COMMUNITIES**

**4**  
**WEBINARS PRODUCED**

Setting up  
Project Governance



IODI Phase 2  
Application Preparation



Federal Climate Adaptation  
Funding Programs



Mike Vegh Heiltsuk  
CEP presentation



**SUPPORTS PROVIDED**



Project management platform licence (Asana) with template including IODI milestones and CEP Planning activities.



Bi-weekly Resource Updates: containing updates about new resources, training opportunities, funding opportunities, events, and announcements about achievements by others across the ICE Network.



Energy Team Roundtables: monthly virtual engagement sessions for program staff and community-led energy teams to collaborate.



# 4

## Indigenous Youth Programs

**Generation Power** is a holistic, strength-based employment and skills training program designed to serve as an entry point for Indigenous youth (ages 18-30) to launch meaningful careers in the clean energy economy with employers committed to nurturing the leadership potential of Indigenous youth interns.

In 2023, Generation Power matched 27 Indigenous youth participants with 4-12 month internship opportunities across the energy sector, bringing diverse perspectives to the workplaces of 17 participating employers. We are proud to share that most of these opportunities have supported Indigenous communities, Indigenous-led organizations, and/or Indigenous-owned businesses.

ICE has observed a growing need to support Indigenous youth in positions created within the community to help advance community-



centred energy priorities, and we will continue to advocate for the resources needed to empower youth to lead on these initiatives.

Investing in meaningful careers for Indigenous youth ensures Indigenous communities build the capacity to advance projects from conception to end while keeping community members informed and engaged throughout the process. As the pace of the energy transition increases, it is critical to ensure young people are supported to become clean energy champions through skills training, mentorship, and employment opportunities that align with a just and equitable energy future. Indigenous-led participation and successful projects are bringing sustainable energy and inspiration to communities, giving rise to increased involvement from Indigenous youth in all our programs, a trend that will only grow as Indigenous youth deepen connections and reclaim power as rightsholders across the energy landscape.

Additionally, ICE developed and launched the “Energize 101” course in partnership with Cambium Indigenous Professional Services, offering a resource to Indigenous youth who wish to deepen their learning on a range of essential subjects, including Indigenous community self-determination, climate change, energy basics, clean technologies, and community energy planning. These achievements highlight Generation Power’s dedication to empowering Indigenous youth, cultivating partnerships, and propelling positive transformation in the energy sector.



**27**

Youth work placements matched



**17**

Employers joined the program in 2023

**NATIONAL PARTICIPANTS**



**10 out of 13**

Provinces & Territories represented in the program



My first assignment as a Community Climate Justice Coordinator was to apply for the Generation Power program with Indigenous Clean Energy. It broadened my awareness enough to get specific on how my community can participate in the Indigenous clean energy leadership transition.

The combination of peer mentorship, exposure, and education foundation supports me in creating a long-term vision for my community that includes everybody, as well as gives me a support system that adds momentum to all this wholesome work. Indigenous Clean Energy is kinship, community care, and traditional ways of being centred into the present moment that is moving forward.



**Eliza Peters**  
Lil'wat Nation



Since joining Generation Power, I have had so many positive experiences and opportunities that have helped me grow both professionally and personally.

I was initially a bit nervous about joining the program as I had very little experience working in the clean energy space.

Since coming through the program, I have been supported in my learning and have been provided with access to mentorship and coaching that I otherwise would not have had.



**Janna Wale**  
Gitanmaax First Nation, Cree-Métis





**ImaGENation** (Imagine-Nation) is a national capacity-building program designed to promote Indigenous youth (ages 18-30) leadership in the clean energy sector by offering resources and supports to lead project development initiatives that serve First Nation, Métis, and Inuit communities across Turtle Island.

ImaGENation works to empower the next generation to drive innovative, holistic energy solutions centred on the value of community power.

In collaboration with [Student Energy](#) and the [SevenGen Indigenous Youth Council](#), the program has supported 15 Indigenous youth teams to launch clean energy projects as part of the first-ever cohort that started in November 2021. As part of the program's support ecosystem, Indigenous youth participants gained access to \$30,000 in project funding, one-on-one mentorship, technical advisory services, and sponsorship to attend the 2023 National ICE Forum.

ImaGENation participants engaged with members of their community, Indigenous leaders, industry experts, and peers to develop and implement clean energy projects.

ICE worked alongside Indigenous youth participants and program partners to understand and address the key challenges associated with project development, celebrate successes, and share laughter along the way. ICE maintained flexibility with the program participants as we embarked on a learning journey together, ultimately ensuring that active projects were supported beyond the 18-month timeframe with ongoing mentorship until project milestones were achieved.

Through their leadership in developing their clean energy projects, Indigenous youth were able to land internships in the clean economy, grow their careers as business or project developers, partake in high-profile speaking engagements, and/or pursue post-secondary education in a clean-energy-related field of study.

As a result of the collective efforts and relations built between ICE, our partners, and bold Indigenous youth participants, visionary projects have materialized, ranging from solar installs, sustainable greenhouse developments to energy-efficient home designs. In some cases, Indigenous youth sparked dialogue through community engagement while exploring their project visions, increasing community awareness, and building the momentum towards a more sustainable future.

Acknowledging that the depths of impacts are not always quantifiable or given justice through a numerical dataset, ICE is honoured to amplify the voices and share the stories of these young, passionate Indigenous changemakers.

To learn more about ImaGENation projects, visit our YouTube channel [here!](#)



## Project Highlights

### Sagkeeng Youth Group Sara Fontaine and Tikkan Morrisseau

The Sagkeeng Youth Group led a sustainable greenhouse project called Gitigaanens (Plant House) to promote self-sufficiency, food security, and traditional knowledge in the Sagkeeng First Nation community.

Sara Fontaine and Tikkan Morrisseau joined forces to participate in the ImaGENation program, which supported them with the resources and mentorship needed to champion the planning and construction of a sustainable greenhouse. The team partnered with the Sakgeeng Anicinabe High School, now home to the community's first 10kW grid-tied solar installation, offsetting the school's diesel fuel consumption while powering the three-season greenhouse.

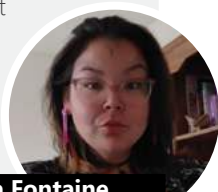
Gitigaanens will provide fresh produce for the high school's hot lunch program while serving as an educational hub that integrates the Ojibway language and culture into a curriculum that introduces students to renewable energy, gardening, and greenhouse maintenance activities.

Sara and Tikkan collaborated extensively with community leadership, administrators, elders, local businesses, and students to ensure the project's longevity. This partnership also serves to provide job opportunities for students and community members to partake in gardening activities during the summer months.

Their involvement as community project leads has inspired Sara and Tikkan to pursue careers in the clean energy sector. Sara is now a coordinator for the SevenGen Indigenous Youth Council and Tikkan has been accepted into the Pathway to Engineering Technology program at Red River Polytech in Winnipeg, MB.



We've grown a lot in our personal development and our professional development because of the mentorship through ImaGENation. We've been able to connect with like-minded individuals all across Canada and find inspiration and support.



**Sara Fontaine**  
Sagkeeng Youth Group

### M̐nawāchiwewi-ne-wikiwnan' (Healing Our Home) Bohdana Innes

The Healing Our Home project began as a housing guidebook on how to build culturally relevant and energy-efficient homes in the Mushkegowuk Territory from an Indigenous architectural perspective. ImaGENation supported Bohdana, an Indigenous architect intern, to accomplish her land-based research milestones and community engagement sessions within her home community of Moose Cree First Nation (MCFN) to shape the project's vision.

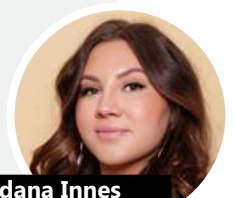
Through meaningful dialogue and engagement, the project eventually evolved into a collaboration between Bohdana, community leadership and Ethan Turner, the Director of Housing for MCFN. This prototype will be an energy-efficient home that reflects the Moose Cree peoples' needs, values, and land.

The home is an innovative model to address multifaceted issues impacting the community, weaving sustainability and affordability into a home that meets the community needs. The home will be provided to Child and Family Services, which will allow MCFN to bring displaced children back home to their people and territory. ICE successfully supported Bohdana in securing an additional \$150,000 through the CMHC Housing Supply Challenge: Round 4, which enabled her to work with her current employer, J.L. Richards and Associates, to complete the feasibility study and construction drawings.

This project is set to be the first net-zero energy home built within the Mushkegowuk Territory and potentially be the first net-zero energy housing development within Treaty 9.



We think of ourselves as technical consultants; it's really the community that is designing the building because it's their building. I hope to work with Indigenous communities across Turtle Island, bringing their vision and culture to life through architecture.



**Bohdana Innes**  
Healing Our Home



This project helped open my eyes. It has been an amazing experience to bring this project to life and something I never thought we could do. Collaborating can lead to something like this, and I have made some incredible friendships along the way.



**Tikkan Morrisseau**  
Sagkeeng Youth Group



## 5 Energy & Climate Team



The **Energy & Climate** team manages ICE's National and Global Hubs. Their collective aim is to uphold Indigenous climate leadership through program work grounded in the needs and interests of Indigenous communities.

As ICE continues to expand and respond to real gaps in policy and services, our National and Global Hubs are in unique positions to provide resources for Indigenous clean energy initiatives, coordinative and distinctions-based policy, and capacity development in relation to energy sovereignty.

**The National Hub** coordinates ICE's programming to inform regional and national clean energy policy that strategically supports Indigenous clean energy projects and sovereignty. By responding to program gaps and recommendations, the National Hub informs impactful and sustainable Indigenous clean energy policy, programming, regulatory frameworks, and funding development.

**The Global Hub's** goal is to support Indigenous communities around the world with a decolonial approach to advance global Indigenous solidarity

and create community-led energy systems. Utilizing lessons learned and best practices from Turtle Island, the Global Hub works with Indigenous relations, governing bodies, civil society groups, utilities, the private sector, and other relevant regional groups to build rights-centred and impact-oriented just transitions for sustainable communities.

The relationship between our ICE community, programmatic objectives, and policy objectives is upheld through our National and Global Hubs. The team ensures recommendations from our programs are informed by national and global scale Indigenous-led clean energy processes.

Additionally, the Energy & Climate team supports the actualization of various federal commitments, such as the Sustainable Development Goals and minimum standards of human rights as articulated by the United Nations Declaration on the Rights of Indigenous Peoples.

The team utilizes a collaborative, community-driven approach to ensure a clean energy future that respects the rights and needs of Indigenous Peoples and enriches their communities.

Those interwoven lessons or teachings that I've come across in the stories that I've heard from the people that I've met - that, for one, is what keeps me going and gives me the drive to do this work. But it also gives me the knowledge and maybe the voice to be able to share that. And I think, I always say that I'm just a messenger. I'm just sharing these stories in hopes that it lands on the right ears, that change will happen. And so, relying on our kin internationally to be able to build that sense of knowing in myself is so important to the work that I do.

– Taylor on her Global Hub excursion to Colombia in April 2023

”



**Taylor Behn-Tsakoza**  
Dene, Fort Nelson First Nation

The Global Hub was invited to Colombia twice in 2023 to share experiences, build capacity, and foster meaningful connections. The team travelled to Bogotá in March for the Energy Community Workshop Series and to Riohacha in April for the 6th Annual International Renewable Energy Congress. The team met with 37 Wayúu students and leaders participating in an intensive clean energy capacity building program. The team also met with Colombia's Ministry of Mines & Energy, [USAID](#), [NREL](#), [Tetra Tech](#), the [Servicio Nacional de Aprendizaje \(SENA\)](#), and many more groups in the clean energy sector from regional, national, and global levels. The relationships formed during these trips in Colombia and the time spent exchanging knowledge and clean energy visions were essential for future work and Nation-to-Nation support.



**The Power Makers Program** is a new five-day immersive experience dedicated to providing practical and applied learning in renewable energy, including project ownership and negotiation, community energy planning, business management and advanced energy systems.

32 individuals were trained in the inaugural Power Makers program in October 2023 in Queensland, Australia.

The program was co-developed in solidarity between Indigenous Clean Energy and the First Nations Clean Energy Network (FNCEN), based in so-called Australia. It has since been fully turned over to FNCEN to lead and facilitate going forward.



Listen to the Global Hub's excursions on the **[Decolonizing Power](#) podcast!**







## Sustainable Transportation Team

2023 can be described as a year of learning, engaging, and relationship-building for increased inclusion and amplification of Indigenous Peoples' voices in the sustainable transportation sector.

The primary program, **Charge Up**, directly supported the purchase and installation of EV charging equipment. ICE also helped facilitate Tesla charger donations to ICE program participants. Both initiatives decreased barriers to access to EV infrastructure for Indigenous groups.

Sharing information about Charge Up also led to many opportunities to learn about the myriad of unique challenges faced by Indigenous groups seeking to participate in the EV sector. Insights gained were amplified during speaking engagements, government consultations, and through articles highlighting the program. We also aimed to celebrate all the good work Indigenous folks are doing, including how unique barriers are overcome. While many gaps exist, there were many positives identified in this transition, including increasing travel and tourism, developing local economic opportunities, supporting community members, reducing noise pollution, reducing emissions, and, in general, embracing a technology that

aligns with traditional values of stewardship and sustainability.

Developing relationships with Indigenous groups with an interest in EVs, and EV sector proponents more broadly, has been instrumental in moving towards broader collaboration opportunities in the coming years.

### Program Expansion

Charge Up initially received \$250,000 of funding to support the purchase and installation of EV charging projects. Very quickly, the program was oversubscribed. In order to support more communities and businesses, the program required an expansion.

Working with the federal government, we secured another \$1.4 million to support charger installations. The program was also able to increase the percentage of project costs that could be reimbursed from 50% to 75% and extend the timeline for completion to October 31, 2024.

Over the next year, the program will focus on resource and ZEV curriculum development, events, organizing webinars, and mentorship opportunities.



### Sustainable Transportation in the news:

- » **Remote Indigenous tourism venture readies for an EV future**, Canada's National Observer
- » **A roadmap to boost Indigenous clean energy program participation**, [electricautonomy.ca](http://electricautonomy.ca)
- » **Plugging the gaps in the Indigenous electric highway**, Canada's National Observer
- » **Indigenous communities, EV chargers and the equitable transition to electrification**, [electricautonomy.ca](http://electricautonomy.ca)





Donated Tesla-branded L2 chargers installed by Nuxalk tradespeople. Logo designed by Danika Saunders.



Tour participants gathered outside the Tesla manufacturing facility.



Level 3 EV Chargers installed at Express Gas in Akwesasne funded by the ICE's Charger Up program.



We are so thankful to have been able to participate in ICE's Charge-Up Program. With the funding provided by ICE, we, as a small Indigenous-owned business, are able to offer electric car charging services that typically only large scale businesses are able to offer. This allows us to compete on a level playing field and offer our unique experiences to clients we wouldn't normally be able to reach. This funding has provided us not only with the opportunity to jumpstart our business by bringing in more clients we otherwise wouldn't be able to, but also helps us to meet our sustainability goals. As an Indigenous business owner and naturalist, advocating for the preservation of the land is always at the forefront of every decision we make.

We couldn't be happier with our experience with ICE throughout the process. We appreciated how the team members at ICE assisted us during the application and remittance stages, and were always prompt when responding to our inquiries. The guidelines and processes were clear, with no surprises along the way. It brings us great joy that companies like ICE exist and do the great work that they do in order to help Indigenous businesses like us to succeed and also help save our planet through better energy sources.



**Emily Porter**  
White Pine Lodge Algonquin

## PUBLIC ENGAGEMENT



**70**

Meetings with Indigenous businesses and community representatives



**9**

Public speaking engagements



**14**

Project applications



**8**

Projects agreements signed (20 L2, and 2 100 kW L3 chargers)



**2**

Projects completed (2x 62.5 kW L3 chargers, and 4x L2 chargers)

**14** donated Tesla chargers



installed in **13** communities



Tesla Manufacturing Day  
Emotive Test Drive





# Regional Energy Advisor Training Program

In 2023, the ICE Regional Energy Advisor Training program launched its inaugural cohort. The program recruited and trained individuals supporting Indigenous housing projects across Canada to become NRCan Registered Energy Advisors (EAs).

The first group of participants began their training by building a solid foundation in building science and understanding the house-as-a-system concept, preparing them for the Foundation Level Exam. They enriched their knowledge through our Indigenous enhanced curriculum, regional training, and HOT2000

modelling lessons. This comprehensive training equipped them for the final steps towards becoming EAs.

In October, participants came together and showcased their extensive knowledge by conducting energy audits in the Ottawa area.

The NRCan-administered exam is challenging, but participants demonstrated their commitment by consistently attending training sessions and passing their exams.



As someone who pursues continual education, the ICE Energy Advisor training has provided the platform and structure to expand my expertise and knowledge within building sciences.

As First Nations aim to decarbonize in a path towards sustainable energy sovereignty, training programs such as this will lay the foundation on which our communities build the capacity that will enable emission reductions while building healthier, more sustainable homes.

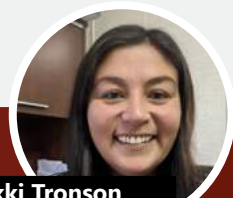


**Dylan MacLennan**  
Lennox Island, PEI



My time in the Energy Advisor program with ICE has been a great experience. As a First Nations entrepreneur, the support that ICE has provided throughout this training has set me on a path to success.

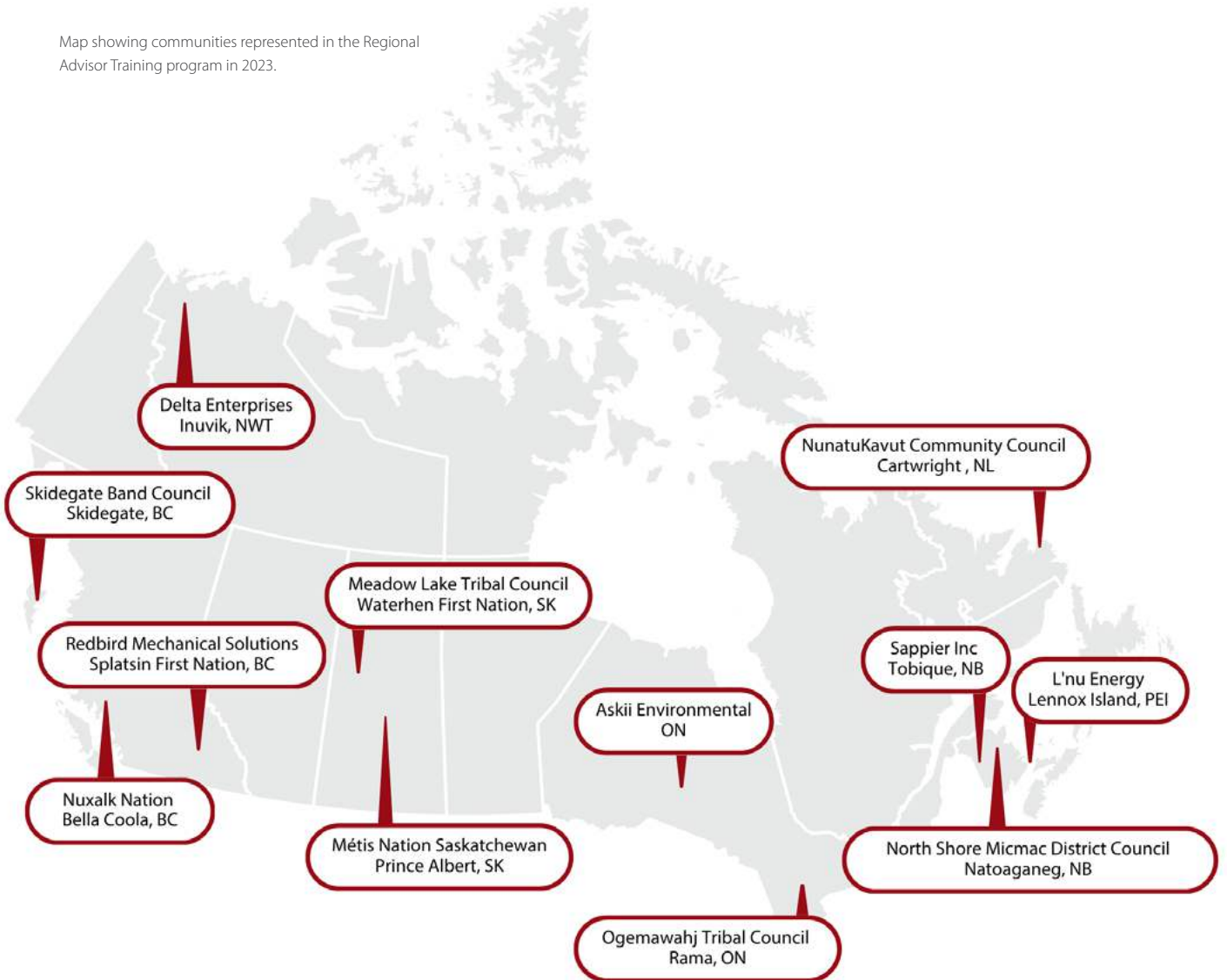
I am excited to finish the training, pass the exam, and deliver energy audits in Indigenous communities within BC to help break barriers for First Nations to access clean energy opportunities for healthier living.



**Vikki Tronson**  
Splitsin First Nation



Map showing communities represented in the Regional Advisor Training program in 2023.





# Telling Our Story





# ICE in the News



CTV News

Algoma U signs partnership with Indigenous Clean Energy



The Hill Times

New clean energy tax credits must be designed in a way that encourages Indigenous participation, say experts



Canada's National Observer

A Haudenosaunee youth stands tall to protect her culture and territory



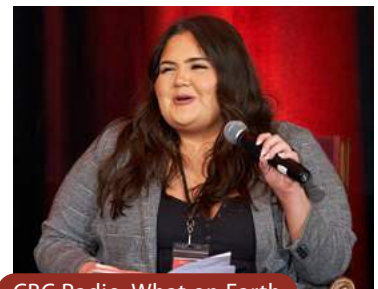
APTN

Indigenous youth gather to learn from Indigenous experts on clean energy



Policy Magazine

Indigenous Inclusion Means a Just Transition to a Clean Energy Future



CBC Radio, What on Earth

Across Canada, 'climate champions' are taking action in their own communities



Forbes

Green Skills Can Enable Workers To Transition And Forge Careers In Canada



CBC Radio, Day 6

As Canada struggles to meet its climate targets, Indigenous communities are taking the lead



CBC North

Indigenous youth from across Canada attend clean energy conference in Whitehorse



CTV News

Indigenous communities leading Canada's clean energy boom





# Speaking Engagements

In 2023, the ICE team and several program participants engaged in over 30 speaking opportunities nationally and globally. These events allowed us to continue amplifying Indigenous voices in the energy transition and climate action conversations, and enabled us to expand our reach, influence, and knowledge-sharing capabilities.



## Growing Our Network

**1,774**

ICE Network users



**9,315**

LinkedIn followers



**2,424**

Instagram followers



**2,209**

X Followers



**1,800**

Facebook followers



# Our Heartfelt Thanks







Miigwech • Hiy Hiy • Kinanâskomitin • Huy tseep q'u  
Mîkwec • ġiáxsiġa • Haaw'a • Gilakas'la • Nakurmiik  
Mahsi' • Nia:wen • Wela'lin • Woliwon • Mąsi  
Mahsicho • Kúkwstum'ckacw • Qujannamiik • Maarsi  
T'ooyak̄siy' n̄iin • Kinanâskomitinâwâw • ǰeekoo

“Thank you” in the Indigenous languages of some of our employees and program participants.

## To Our Partners

Our work has always been to advance Indigenous economic opportunities with clean energy solutions.

This past year, we have been fortunate to maintain long-term relationships and begin new ones with various partners, including charitable foundations, non-profit organizations, individuals, climate and clean energy bodies, provincial, federal and territorial governments, utilities, and energy agencies. They share our vision of a collaborative, community-driven clean energy future led by Indigenous Peoples. We are beyond grateful for our partners' commitment to our initiatives that respect Indigenous Peoples' rights and perceptions, and for their effort in moving reconciliation forward.

Every ounce of support from our partners has contributed to our achievements and successes in delivering capacity-building programs for Indigenous Peoples to propel meaningful participation in the clean energy field. The ripple effect of this support extends to urban, rural, and remote Indigenous communities in all four directions across the land, as ICE program participants gain knowledge, skills, and training to enhance their economic and career opportunities.

From the bottom of our hearts, we thank our generous donors and partners for supporting a clean energy future that recognizes Indigenous Peoples' unique interests and needs.

We deeply appreciate your support!

# Our Partners

We are thankful for the support received from the following partners:



The Government of Canada departments include:

- Natural Resources Canada
- Environment and Climate Change Canada
- Indigenous Services Canada
- Crown-Indigenous Relations and Northern Affairs Canada
- Canadian Heritage
- Global Affairs Canada



# What's Next



# Strategic Plan 2024-2027

As we progress through 2024, we remain dedicated to advancing our mission. We have outlined a new set of strategic goals to guide our efforts over the next three years. This plan is designed to help us navigate ICE's organizational growth and adapt our programming to respond to the evolving clean energy landscape and the opportunities it presents for Indigenous Peoples.

Over the past three years, ICE has experienced remarkable growth. Since early 2020, our budget has expanded from approximately \$2.5 million to \$10 million, and our team has grown from eight to nearly 40 full-time team members.

In addition to financial and personnel expansion, ICE's program offerings have significantly diversified. We have launched initiatives like Generation Power and ImaGENation to actively engage Indigenous youth.

ICE has also increased its engagement in policy by establishing the Energy and Climate Team and its respective National and Global Hubs. We have introduced demand-side programs such as the Bringing It Home Project Accelerator, Regional Energy Advisor Training, and Charge Up. These initiatives complement our flagship 20/20 Catalysts Program and our role as a primary delivery organization for the Indigenous Off-Diesel Initiative.

We are committed to continually evaluating and adapting our programming to better support Indigenous Peoples on their journey toward energy sovereignty.

Today, the horizon is filled with abundant and exciting prospects for large-scale renewable energy projects, including wind, solar, bioenergy, and geothermal. Additionally, emerging sectors like energy storage, transmission, hydrogen, and smart grids are opening new doors for us to shape the future of the energy landscape. Our focus will remain on equipping ourselves and our program participants to contribute to and take full advantage of clean energy opportunities ahead.

Given that Indigenous communities and organizations are among the largest single owners of clean energy assets in Canada, we firmly believe that the key to advancing these opportunities lies in building leadership, expanding capacity, and fostering meaningful and fair partnerships.

The ICE team is eager to collaboratively develop and take actions that will drive us toward achieving the five strategic goals outlined on the following pages.



# 1

## Goal

**Continue supporting Indigenous Peoples to lead in the clean energy transition and pursue energy-sovereignty in a way that upholds Nation-to-Nation relationships and respects Indigenous rights, culture, and values.**

## Objectives

- a. Indigenous Peoples and communities are supported by ICE to participate in clean energy projects, whether big or small, through tailored, co-developed capacity-building initiatives.
- b. Indigenous communities, businesses, and leaders are equipped to contribute to emerging areas of the clean transition, such as electricity systems planning, transmission, transport electrification, energy efficiency, and hydrogen.
- c. Indigenous youth leadership in the clean energy transition continues to expand through project support, training, and career experience.

# 2

## Goal

**Be a voice respectfully amplifying Indigenous leadership in the clean energy sector—centering it as essential to climate action.**

## Objectives

- a. We have strong relationships with First Nations, Inuit, and Métis people and communities as well as Indigenous communities globally to understand their needs and experiences at a local level and open more opportunities for knowledge sharing and nation-to-nation solidarity.
- b. Our program impacts, participant stories, and other examples of Indigenous clean energy leadership are ethically shared on ICE's platforms and other major forums such as conferences, news outlets, and more.
- c. We have meaningful relationships with National Indigenous Organizations, governments, utilities, private sector organizations, philanthropic organizations, etc. to inform their processes and policies based on the needs of Indigenous communities.

# 3

## Goal

**Be an organization that is safe, inclusive, diverse, equitable, and accessible for participants and staff.**

## Objectives

- a. ICE teams and programs consistently practice shared principles related to decolonization, safety, inclusion, diversity, equity, and accessibility.
- b. Our programs incorporate opportunities for culturally relevant intergenerational knowledge sharing.
- c. We demonstrate our commitment to the preservation and dissemination of Indigenous languages and the French language.
- d. Our office facilities are accessible to all, and ICE's programs are able to plan for and accommodate accessibility needs of participants.

# 4

## Goal

**Foster wellness and growth for ICE team members.**

## Objectives

- a. Team members feel supported mentally, physically, and emotionally working at ICE.
- b. ICE is a sought-after place to work with a high staff retention rate.
- c. Our team members have grown personally and professionally through opportunities supported by ICE.







# 5

## Goal

**Strengthen organizational infrastructure to ensure ICE remains a sustainable organization.**

## Objectives

- a.** The impacts of our programs are continuously improving thanks to consistent and rigorous evaluation mechanisms.
- b.** We have a strong network of partners, including new ones such as insurance companies and pension funds, that share our vision and values. These relationships are based on a foundation of trust and transparency.
- c.** We have an endowment fund that supports our financial sustainability and autonomy.
- d.** We have updated and consistent internal policies and procedures that reflect the needs of our growing team.
- e.** Our team collaborates regularly to foster organizational connection, share learnings, and more efficiently leverage resources.

# Impressions From 2023















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