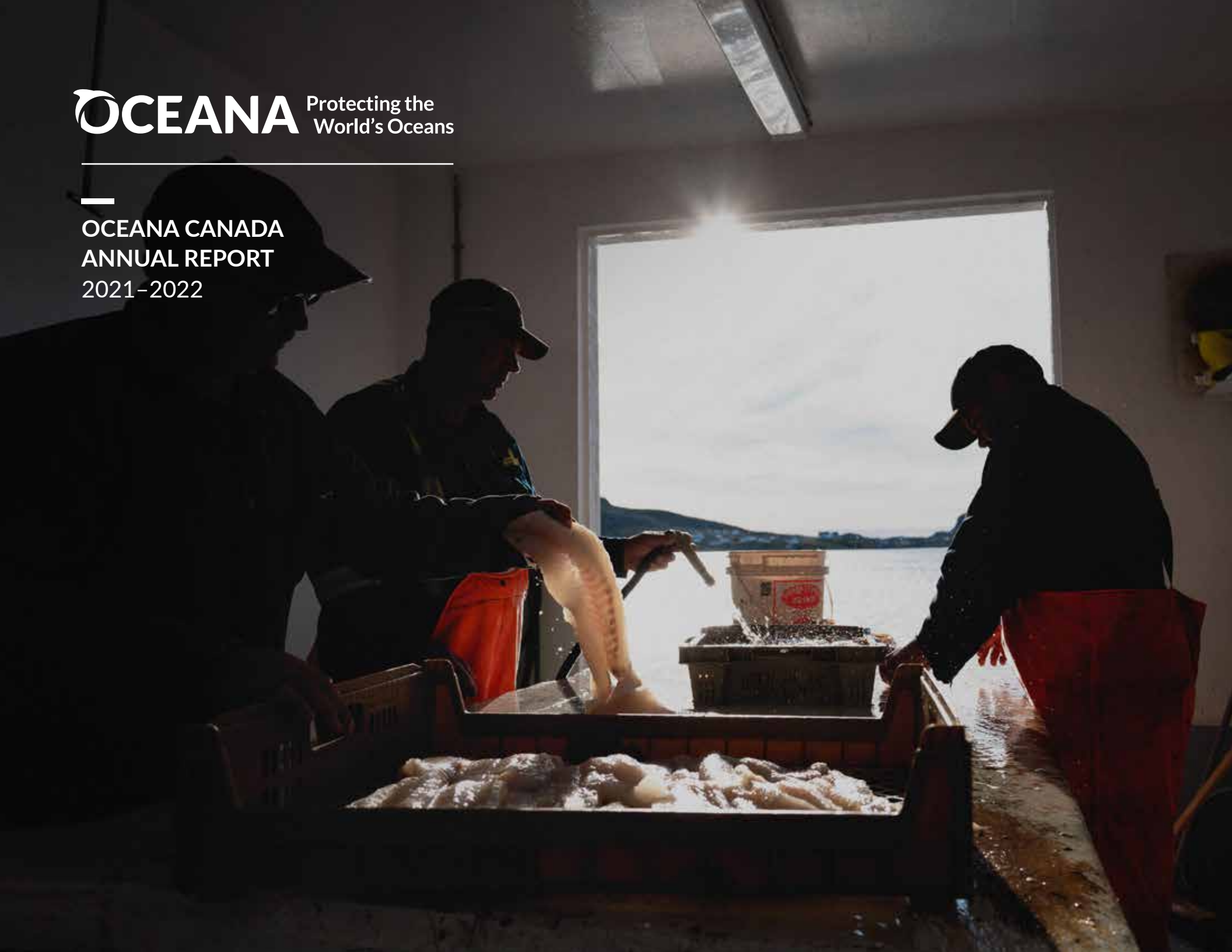


**OCEANA CANADA
ANNUAL REPORT
2021-2022**



“The sea is not an obstacle. It is a path.”

- Amyr Klink

Brazilian explorer, sailor and writer





Habitat protection is essential to the health and survival of marine species. These Steller sea lions are part of the ocean ecosystem off the coast of Comox, British Columbia.



Oceana Canada Annual Report 2021-2022*

Oceana Canada was established as an independent charity in 2015 and is part of the largest international advocacy group dedicated solely to ocean conservation. Canada has the longest coastline in the world, with an ocean surface of 7.1 million square kilometres, or 70 per cent of its landmass. We believe that Canada has a national and global obligation to manage our oceans responsibly and help ensure a sustainable source of protein for the world's growing population.

Oceana Canada has successfully campaigned to ban single-use plastics in Canada, end the shark fin trade, make rebuilding depleted fish populations the law, improve the way fisheries are managed and protect marine habitats. We work with ocean advocates, academics, fishers, Indigenous Peoples and the federal government to return Canada's formerly vibrant oceans to health and abundance. By restoring Canada's oceans, we can strengthen our communities, reap greater economic and nutritional benefits and protect our future.

Join the cause at oceana.ca.

** This report features campaign updates from July 2021 to June 2022 and financial information for the calendar year 2021.*

Letter from the Executive Director	4
Oceana Canada's Approach	6
How We Work	7
Rebuild Abundance	8
Stop Seafood Fraud	10
Protect North Atlantic Right Whales	12
Stop Plastic Pollution	14
Protect Habitat	16
Victories	18
Support Oceana Canada	22
Donors, Financial Summary, Board of Directors and Staff	24

Seafood being served on Vancouver Island. Oceana Canada campaigns for boat-to-plate traceability for all seafood sold in Canada to combat illegal, unreported and unregulated fishing, mislabelling and unlawful labour practices in global seafood supply chains.



Letter From The Executive Director



Canada has the longest coastline in the world and is connected to three oceans: the Atlantic, Pacific and Arctic. The ocean is a vast, magnificent place that still holds mysteries we are only beginning to understand.

Since Oceana Canada began in 2015, Canada has seen increased marine habitat protection, renewed government funding for science, and a new law to rebuild Canada's depleted fisheries. This is essential: the urgency for our leaders to protect the ocean has never been greater in the face of the combined threats of overfishing, climate change, plastic pollution and biodiversity loss. Now, with the right policies, funding and law in place, Canada is in a unique position to help rebuild the abundance of our fish populations,

reduce pollution and protect marine wildlife, all of which are integral to the health of our planet, coastal communities and seafood industry.

Oceana Canada's goal is to protect and restore Canada's oceans to be as abundant and biodiverse as they once were. There is much to do, but it's important to celebrate progress. On these pages, you will see significant policy victories that shaped our year — successes that would not be possible without support from you, our valued allies, donors and partners. Thank you.

This past year, Oceana Canada continued its efforts to change the rules governing fisheries in Canada. We successfully fought for strong, binding federal regulations under the *Fisheries Act* that outline the specific steps the government must take to rebuild depleted fisheries. This is critical: evidence from around the world shows that countries that have legal requirements to rebuild fisheries, do so. Those that don't, do not. Healthy fish populations mean prosperous fisheries and coastal communities, and a more resilient, bountiful ocean.

To effectively protect our oceans, the Canadian government must also address the key threats to the health of ecosystems. Oceana Canada along with allies and supporters has been addressing the plastic pollution that is devastating our oceans and marine life. This year we celebrated a major campaign victory when the federal government announced a ban on the production, sale and export of six common single-use plastics. It's a significant milestone in the fight against the global plastic pollution crisis.

Of course, our work isn't done. Less than one-third of Canada's marine fish and invertebrate stocks can be considered healthy. We've seen half the total weight of fish in Canada's waters lost in our lifetime, and poor fisheries management decisions continue – for example, the Fisheries Minister's recent decision to continue overfishing depleted capelin, a forage fish other animals need to survive. The few remaining North Atlantic right whales desperately need our help to reduce ship strikes and entanglements with fishing gear. And fish caught illegally or using forced labour continue to make it onto our plates

due to the lack of traceability in global seafood supply chains.

But with your help, we've proven we can win. Oceana Canada will continue to fight for ocean conservation and the long-term viability of our fisheries and coastal communities.

We have so much to gain from protecting ocean health, and so much to lose if we do not. The oceans hold tremendous potential to mitigate some of the planet's most pressing environmental challenges while supporting and feeding billions of people around the world.

Your generous support has made possible the victories achieved so far and allows us to continue doing what we do best, fighting for our oceans. Thank you!

Sincerely,



Josh Laughren
Executive Director, Oceana Canada



© iStock/RLS photo

Oceana Canada's Approach

Oceana Canada's mission is to win policy victories that restore the oceans to health. Why? Because doing so will make the seas – which cover two-thirds of our planet – more abundant and biodiverse.

Healthy marine ecosystems that are full of wildlife support fisheries that can feed more than a billion people sustainably. We can preserve the oceans for future generations while protecting a critical food source – wild seafood – that requires no fresh water or arable land to produce, yields minimal greenhouse gas emissions and provides an affordable, healthy protein to people around the world.

Just 29 countries and the European Union are responsible for nearly 90 per cent of the world's fish catch. We can – on a country-by-country basis – win policy victories that will help restore and protect oceans worldwide. Canada is among the world's top fishing nations and can play a leading role in helping to save the oceans and feed the world. We know this is possible. Evidence from fisheries around the world shows that when the right measures are put in place, fish populations bounce back.

Oceana Canada fights for policies that are based in science, and we rely on five proven strategies that help restore healthy oceans.



Rebuild
Abundance



Stop
Seafood
Fraud



Protect North
Atlantic Right
Whales



Stop Plastic
Pollution



Protect
Habitat

Under the waves near Bonaventure Island in the Gulf of St. Lawrence, Canada. Oceana is campaigning to save North Atlantic right whales from extinction, which can be found in this area.

How We Work

We can restore the oceans to their former abundance. For more than 20 years, Oceana and our allies around the world have won more than 225 victories, and we have the tools to continue winning on behalf of our oceans. We are:

✓ Campaign Driven

We strategically create campaigns that make measurable progress toward our mission of protecting and restoring the oceans to former levels of abundance. Our campaigns are specific, targeted and designed to be won in a three- to five-year time frame.

✓ Fact Based

Our advocacy relies on scientific research to help us understand the ocean's problems and identify practical, effective solutions. We conduct research on a variety of issues that affect marine environments, from illegal and destructive fishing to plastic pollution.

✓ Expedition Powered

We recognize that getting on the water — alongside scientists, divers, photographers and campaigners — helps us bring these important marine places to life and make a stronger case for their protection. Oceana's expeditions have powered our campaigns and resulted in victories across the globe.

✓ Multidisciplinary

Oceana's scientists work closely with our economists, lawyers, advocates, communicators and grassroots organizers to achieve tangible results for the oceans.

✓ Supported by Citizens and Allies

The global Oceana network has a base of more than 7.5 million supporters, including more than 1.2 million Wavemakers. In Canada, we work with ocean advocates, academics, fishers, Indigenous Peoples and the federal government to return Canada's oceans to health and abundance.



Oceana Canada team members with members of the federal government at the official announcement of the single-use plastic ban in Canada.

© Oceana Canada/Monica Healy



Oceana Canada's Robert Rangeley, Jillian Conrad and Jack Daly at the World Small-Scale Fisheries Congress in St. John's, Newfoundland.

© Oceana Canada



Rebuild Abundance

Canada needs a modern approach to fisheries management that prioritizes the long-term health of wild fish, the oceans and coastal communities. Since 2017, Oceana Canada has conducted yearly audits on the status of Canada's fisheries and how they are managed. The result: Canada is still overfishing and failing to support rebuilding wild fish, including the forage fish like capelin that ocean ecosystems rely on. Learn more at oceana.ca/RebuildAbundance.

STRATEGIC COMMUNICATIONS

Saltwire: Sam Waterston: A message for Prime Minister Trudeau

SALTWIRE
NETWORK

Toronto Star: Oceana audit says little progress in Canada's fishery management over last five years

TORONTO STAR

National Observer: Ocean advocates call for closure of capelin fishery in N.L.

CANADA'S
NATIONAL
OBSERVER

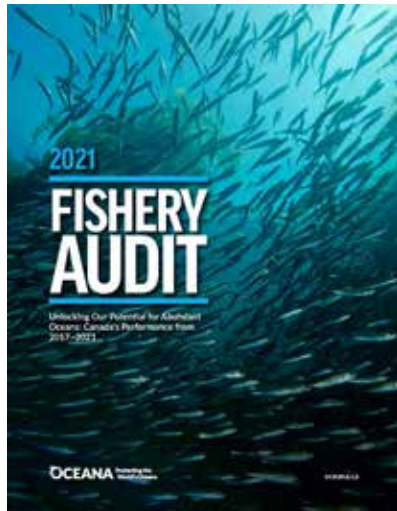
The Globe and Mail: Op-ed: Stronger Fisheries Act regulations should be an urgent priority for Ottawa



“It is time to transform the way Canada approaches fisheries, bringing together all perspectives, especially those of Indigenous peoples who have drawn sustenance from the ocean for thousands of years without compromising the integrity of its ecosystem.”

— Chief Terry Teegee, elected regional chief of the B.C. Assembly of First Nations and Josh Laughren, Executive Director, Oceana Canada

SCIENCE & POLICY REPORTS



Fishery Audit 2021: Unlocking Our Potential for Abundant Oceans – Canada's Performance from 2017-2021

Oceana Canada's fifth annual *Fishery Audit* shows that despite significant government commitments and investments, the health of Canada's wild fish has not improved in the last five years. Fewer than a third of Canada's fisheries are considered healthy and 17 per cent are in the critical zone. The Canadian government has the tools, policy and expertise to make rebuilding fisheries abundance possible; now it must implement these changes where it counts, on the water.

Capelin in Crisis: Urgent Action Needed to Rebuild Abundance

Oceana Canada conducted new research in 2022 to assign a provisional health status to capelin. According to this assessment, capelin are overfished and would be considered critical under Fisheries and Oceans Canada's (DFO) Precautionary Approach Framework, meaning conservation actions should become the top priority. Oceana Canada is calling on DFO to close the fishery until it returns to health.

Other Reports

- Oceana Canada's Recommendations for a Blue Economy Strategy
- Oceana Canada's Recommendations for 2J3KL Capelin
- Stop Overfishing Capelin in Northeastern Newfoundland and Labrador
- A Fuller Picture of the State of Canada's Fisheries: Assessments for Data-Limited Stocks
- Oceana Canada's Recommendations for 4RST Gulf Capelin
- Oceana Canada's Recommendations for 4T Fall Herring
- Oceana Canada's Recommendations for 2J3KL Cod
- Oceana Canada's Presentation to the House of Commons Standing Committee on Fisheries and Oceans

GRASSROOTS AND ADVOCACY

Oceana Canada partnered with Only One to deliver an integrated digital campaign focused on protecting capelin abundance in Newfoundland and Labrador. Together, we called for the closure of the commercial capelin fishery in northeast Newfoundland until action is taken to rebuild the population. In just a few weeks, close to 30,000 supporters mobilized to help protect this small but important forage fish from overfishing. This digital campaign was generously funded by Becht Foundation.





Stop Seafood Fraud

Seafood sold in Canada lacks traceability and may be hiding a myriad of dark secrets such as overfishing, mislabelling, forced labour and illegal fishing practices. Oceana Canada is calling on the government to deliver on its 2019 commitment to implement boat-to-plate traceability for all seafood sold in Canada so consumers can be sure their seafood is safe, legally caught and honestly labelled. Learn more at oceana.ca/StopSeafoodFraud.

STRATEGIC COMMUNICATIONS

CBC The Broadcast: Oceana Canada pressuring Ottawa to move on boat-to-plate traceability



Food in Canada: Seafood companies call for robust traceability standards for all seafood sold in Canada

food in canada

CTV News: Almost half of seafood sold in Canada is mislabelled, new report finds



“Consumers don’t want to be paying more for products than they should, and seafood fraud is almost always economically motivated. It’s almost always a less expensive fish being mislabelled as a more expensive product.”

— Sayara Thurston, Seafood Fraud Campaigner, Oceana Canada

SCIENCE & POLICY REPORTS



Seafood Fraud in Canada: 2021 Testing Results Report

The results of Oceana Canada's latest seafood fraud investigation — part of the most comprehensive, national, multi-year DNA testing study in Canada — reveal that 46 per cent of seafood samples tested in restaurants and grocery stores in four major Canadian cities were mislabelled. These results demonstrate that Canada has a pervasive and unchecked seafood fraud problem, putting Canadians, honest fishers, ocean ecosystems and our seafood economy at risk.

Other Reports

- Boat-to-Plate Traceability Mandate Commitment Consultation
- Human Rights, Forced Labour and Sustainability in Global Fisheries: A Potential Canadian Contribution to Enhancing Decent Work in Fishing



© Shutterstock/Richard Whitcombe

GRASSROOTS AND ADVOCACY

Seafood companies, grocery store chains and experts call for robust traceability standards for all seafood sold in Canada

A letter signed by 26 seafood industry stakeholders, including grocery stores; Buy-Low Foods and Save-On-Foods, suppliers; Ocean Brands, Organic Ocean and Skipper Otto and environmental groups; Oceana Canada and SeaChoice, was delivered to the Canadian Food Inspection Agency as part of its boat-to-plate seafood traceability consultation. It argues that the minimum standards must be expanded so that all seafood products are fully traceable from the point of final sale back to the point of harvest, including key information about the who, what, where, when, and how of fishing or farming, processing, and distribution. The signatories highlight their concern that no government timeline or plan is in place to implement a traceability system, despite the initiative being announced three years ago.



© Shutterstock/barmalini



Protect North Atlantic Right Whales

North Atlantic right whales are one of the most endangered large whales on the planet. To prevent their extinction, they must be protected from fishing gear entanglements and ship strikes. Oceana Canada is calling for permanent protection measures to help ensure the survival of these whales. Learn more at oceana.ca/RightWhaletoSave.

STRATEGIC COMMUNICATIONS

National Post: Transport Canada can do more to protect critically endangered right whales in the Cabot Strait

NATIONAL POST

CBC News: Right whale protection measures to return ahead of migration into Canadian seas



Saltwire Network: Knot slowing down: Oceana Canada again calls for mandatory speed reduction in Cabot Strait to protect North Atlantic Right Whales

SALTWIRE NETWORK

“ We are calling on the government to create a permanent management regime for these critically endangered whales. We can and must change the fate of the North Atlantic right whale. This crisis can no longer be treated as an annual emergency.”

— Kim Elmslie, Campaign Director, Oceana Canada

SCIENCE & POLICY REPORTS

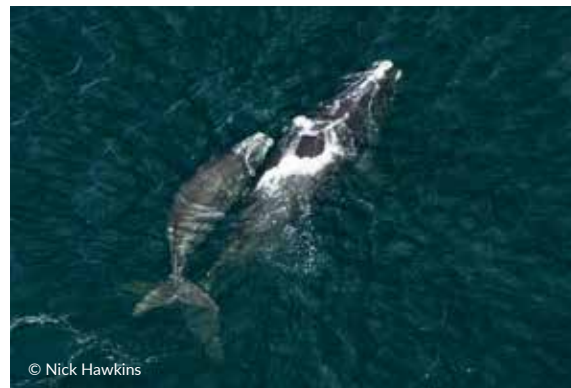


Protecting Right Whales From Ship Strikes: Results of the Voluntary Speed Restriction in the Cabot Strait

Protecting Right Whales from Ship Strikes reveals more must be done to reduce the threat of ship strikes and protect the last remaining North Atlantic right whales from extinction. The report finds that most vessels did not comply with a two-year trial voluntary slowdown put in place in 2020 by Transport Canada in a key right whale migratory route, the Cabot Strait. As a result of these findings, Oceana Canada is urgently calling on the government to take action and make the Cabot Strait slowdown mandatory and put in place permanent measures to protect North Atlantic right whales from extinction.

Other Reports

- A Road to Recovery for North Atlantic Right Whales



© Nick Hawkins



© Nick Hawkins

GRASSROOTS AND ADVOCACY

In February 2022, Oceana Canada launched a digital campaign calling on Canadians to urge Transport Canada to implement a mandatory slowdown zone in the Cabot Strait. This area is a crucial migratory path for critically endangered right whales as they enter and exit their rich feeding grounds in the Gulf of St. Lawrence, a migration they make every year. The campaign garnered more than seven million impressions and thousands of signatures from Canadians calling on the government to do more to protect right whales.



Stop Plastic Pollution

To reduce single-use plastics in Canada, the Canadian government must expand its single-use plastics ban, invest in refillable solutions and ban burning plastic waste. Canada produces three million tonnes of plastic waste annually. Only eight per cent of that is recycled, leaving the rest to end up in landfills, the environment or be burned. Learn more at oceana.ca/Plastics.

STRATEGIC COMMUNICATIONS

iHeart Radio: Oceana Canada calls out Big Plastic for deflecting blame onto consumers



The Hill Times: Opinion: Could 2022 be the year that Canada reaches 'peak plastic?'



Global News: Canada's single-use plastics ban a 'first step' in waste reduction. What's next?



“A plastic bag, a plastic fork, a single-use straw... it only takes one of those plastic items to encounter wildlife... All these items are very important to start banning.”

— Anthony Merante, Plastics Campaigner, Oceana Canada.

SCIENCE & POLICY REPORTS



Exposed: Amazon's Enormous and Rapidly Growing Plastic Pollution Problem

Oceana analyzed e-commerce packaging data and found that Amazon generated 599 million pounds of plastic packaging waste in 2020. This is a 29 per cent increase from Oceana's 2019 estimate of 465 million pounds. The report also found that Amazon's estimated plastic packaging waste, if in the form of air pillows, would circle the Earth more than 600 times. Customers want Amazon and other major online retailers to offer plastic-free packing choices at checkout. More than 740,000 customers and others have signed a petition calling on the company to offer plastic-free choices.

Other Reports

- Comments on the Proposed Single-Use Plastics Prohibition Regulations
- Comments on Recycled Content for Certain Plastic Manufactured Items Regulations



GRASSROOTS AND ADVOCACY

Oceana Canada enters legal fight over regulation of plastic pollution

Oceana Canada jumped into the legal fray to support the federal government as it fends off an industry-led lawsuit challenging its efforts to regulate plastic pollution, after listing plastic manufactured items as toxic under the *Canadian Environmental Protection Act*. Ecojustice, acting on behalf of Oceana Canada and Environmental Defence, will make arguments defending the government's efforts to combat the growing plastics crisis and introduce checks and balances to hold the industry accountable.





Protect Habitat

Ecosystems in the Atlantic, Arctic and Pacific Oceans, including seamounts, fjords, fields of sea pens, corals and sponge gardens, need protection from threats such as climate change, pollution, oil and gas exploration and destructive fishing practices. These habitats play an essential role in the health of the ocean and their conservation is directly connected to the survival of marine life including whales, fish, sharks and sea turtles. Through deep-sea research expeditions, ongoing advocacy and community engagement, Oceana Canada is learning more about the ocean and helping to protect key habitats. Learn more at oceana.ca/ProtectHabitat.



On The Water

Around the world, Oceana expeditions bring to life the essential underwater areas that we seek to learn more about and protect. In Canada, we partner with Indigenous Peoples and the federal government to further our understanding of unique habitats. We use photos, video and scientific data gathered on our expeditions to advocate for the protection of these places.

Oceana Canada has launched five expeditions since 2017, documenting life on the seafloor in the Atlantic and the Pacific Ocean as well as in Arctic waters. These expeditions create meaningful partnerships with coastal communities, Indigenous Peoples, the government and academics. This past year, ongoing consultation took place with First Nations in British Columbia as efforts continue to create a Marine Protected Area (MPA) that would encompass almost all known seamounts in Canadian waters. Oceana Canada continues to call for the creation of a Northeast Pacific Seamounts MPA, joined by thousands of people across Canada who have signed petitions and shared on social media their support for protecting these underwater mountains.

The analysis of seafloor habitats documented during our 2018 Imappivut expedition in partnership with the Nunatsiavut Government continued this year. The soon-to-be-published results will help inform the protection of these Arctic waters off the coast of Nunatsiavut, Northern Labrador.



● Oceana Canada offices

○ Oceana Canada Expeditions
Circle size corresponds to approximate expedition distance.

2021-2022 Victories

Oceana leverages law, science, grassroots activism, advocacy and strategic communications to win policy change around the world. With the help of our allies, Oceana has won more than 225 victories that restore ocean abundance. Here is what we accomplished in Canada from July 2021 to June 2022.



Aerial view of the Nautilus during the Northeast Pacific Seamounts expedition to document life on underwater mountains far off the coast of British Columbia. The expedition was conducted in partnership with the Haida Nation, Fisheries and Oceans Canada and Oceans Networks Canada.



New Safeguards Set by Canadian Government Will Help Rebuild Fish Stocks

In a major turning point for the future abundance of Canada's wild fish, the Canadian government released new rules that legally require depleted fish populations to be rebuilt. These requirements fall under the *Fisheries Act*, which Oceana Canada successfully campaigned to amend in 2019. Oceana Canada and our allies advocated for robust rules to guide the recovery of Canada's fish populations, of which less than a third are considered healthy. Thirty stocks are listed in the new safeguards, and 16 of those are in the "critical zone." The requirements set a target, timeline and course of action for stock rebuilding, contributing to more sustainable fisheries, healthy coastal communities and a more abundant ocean.



Canada Eliminates Production, Sale, and Export of Six Ocean-Polluting Single-Use Plastics

In a significant victory for our oceans, the Canadian government announced it will phase out some of the most commonly found plastics polluting Canada's shorelines and oceans by the end of 2023. Production, sale and export of plastic bags, cutlery, stir sticks, six-pack rings, straws and some plastic takeout containers will be eliminated. Oceana Canada and our allies have been instrumental in advocating for this and other policies to reduce plastic pollution since 2019. Combined, the banned items will remove 33 billion units of single-use plastics from the waste stream, some of which entered the oceans every year, harming marine animals like seabirds, whales and turtles. Oceana Canada will continue campaigning to ensure more harmful plastic products are added to the list of banned plastic items.





Fisheries and Oceans Canada Protects Two Critically Depleted Forage Fish

Fisheries and Oceans Canada (DFO) protected two critically depleted species – Atlantic mackerel and Southern Gulf spring herring – by closing the commercial and bait fisheries. Oceana advocated for fishery rebuilding measures to be implemented and called for the closure of both fisheries. Atlantic mackerel and Southern Gulf spring herring play a crucial role in the Northwest Atlantic ecosystem and feed many other species, including whales, seabirds and commercially important stocks such as cod and tuna. DFO's decision – a difficult but necessary measure – contributes to the conservation of these forage fish and the long-term prosperity of Canada's fisheries.

Support Oceana Canada

Donate to Oceana Canada

Each of us has the power to help save the oceans and feed the world. Your support allows Oceana Canada to carry out targeted campaigns to rebuild abundance, protect habitat, stop seafood fraud, protect North Atlantic right whales and stop plastic pollution. Oceana Canada wins victories that restore ocean abundance and biodiversity for generations to come. Become part of a growing base of ocean advocates by joining Oceana Canada today.

You can provide financial contributions to Oceana Canada via the web, phone or mail. Credit card donations may be made on a sustaining basis by designating a monthly, quarterly or annual contribution. Cheques may be mailed to the address below. For more information, visit oceana.ca/Donate.

Giving via Phone or Mail

Oceana Canada

Attn: Operations Department
18 King Street East, Suite 505
Toronto, ON M5C 1C4
Phone: 1.416.583.2350
Toll-free: 1.844.362.3262
Email: info@oceana.ca

Tax Deduction for Donations

All donations to Oceana Canada will receive a charitable tax receipt. Oceana Canada Charitable Registration Number: 82161 8139 RR0001.

Follow Oceana Canada

Follow Oceana Canada on social media for breaking news and insights into research and campaigns.

oceana.ca



Oceana Canada



OceanaCAN



[oceana_canada](https://www.instagram.com/oceana_canada)



Oceana Canada

Take Action

Become a Wavemaker and join supporters from across Canada who have signed up with Oceana Canada to save our oceans from destruction. Being a Wavemaker means you won't stand by while endangered marine life is caught up in harmful fishing gear or as our fisheries remain in a critical state. With your help, Oceana Canada can fight these and other threats.

Take action to help protect our oceans by visiting **oceana.ca/support**.

By the Numbers:

Facebook followers:

90,265

Twitter followers:

13,232

Instagram followers:

14,467

Wavemakers:

43,125

Canadian Supporter actions:

226,365

DONORS, FINANCIAL SUMMARY, BOARD OF DIRECTORS AND STAFF

Donors

2021 Donor List (Contributions of \$5,000 and More)

Anonymous
Bank of America
Donner Canadian Foundation
Gordon and Betty Moore Foundation
Holt Renfrew
The Frank H. Hori Charitable Foundation
The Nikita Foundation
The Wyss Foundation*
Zita and Mark Bernstein Family Foundation

*Contribution was made to Oceana, Inc.

Financial Summary

Oceana Canada benefits from significant multi-year grant commitments. In 2021, total revenue was \$2,840,072 and total expenses were \$2,532,725.

Oceana Canada used these funds to advance its efforts to preserve and rebuild ocean life, including progress in implementing the rebuilding regulations for the *Fisheries Act*, stopping plastic pollution, protecting North Atlantic right whales and stopping seafood fraud.

Financial data was derived from audited financial statements, copies of which are available at oceana.ca/Financials or by contacting info@oceana.ca.

Board Of Directors

Valarie Van Cleave, Chair

Valarie's business career encompasses work in mergers and acquisitions, sales and marketing and new business development. She has spearheaded successful fundraising efforts for political campaigns and conservation advocacy. She co-founded and co-chairs SeaChange, a record-breaking benefit for Oceana.

David Delagran

David is a senior partner at Beard Winter LLP in Toronto. With more than 25 years as a litigator, he has appeared and argued cases on behalf of his clients before all levels of court in Ontario and has extensive trial and appellate court experience. David's practice encompasses a full range of commercial litigation matters, as well as estates, trusts and capacity litigation.

Pamela Hillen

Pamela is a Hicks Morley Knowledge Management Lawyer. She enhances collaboration and knowledge sharing at the firm by ensuring its intellectual capital is captured through a collection of precedents and practice group resources on the firm's leading-edge intranet. She is involved in monitoring and delivering updates on legislative and case law developments in areas of the firm's expertise, as well as generating timely client communications, including FTR Now updates and posts on the firm's blogs, *Human Resources Legislative Update* and *Case in Point*.

(Active until September 2022)

Steven Price

Steven has a life-long fascination with the outdoors and natural history. He recently retired from a 40-year career in conservation, first with World Wildlife Fund Canada and later with Birds Canada, where he served as President and continues as President Emeritus. Among other campaigns, Steven advised Canada's leading grocer on adoption and implementation of sustainable seafood procurement, which set precedents across the sector in North America.

(Active as of October 2022)

Staff

Toronto

Josh Laughren, Executive Director

Sarah Cameron, Communications and
Digital Marketing Manager

Melinda Hung, Senior Finance & Administration Analyst

Alex Ivankine, Director of Finance and Administration

Anthony Merante, Plastics Campaigner

Carolyn Seabrook, Executive Assistant

Ashley Wallis, Plastics Campaigner

Jennifer Whyte, Communications and
Digital Marketing Senior Manager

Lesley Wilmot, Communications Director

Rachelle Young, Communications Associate

Halifax

Jillian Conrad, Fisheries Research Assistant

Jack Daly, Marine Scientist

Isabelle Jubinville, Marine Scientist

Robert Rangeley, Director of Science

Leah Rudderham, Marine Research Assistant

Ottawa

Kim Elmslie, Campaign Director

Sayara Thurston, Seafood Fraud Campaigner

Vancouver

Sydney Gass, Social Media Community Manager

Rebecca Schijns, Fishery Scientist

Daniel Skerritt, Senior Analyst, Science and Strategy





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