

## Enclosure 1: Federal Authority Advice Record – New Nuclear at Wesleyville Project

Registry No. 89802

Please submit the completed form by February 11, 2026, via email to [wesleyville@iaac-aeic.gc.ca](mailto:wesleyville@iaac-aeic.gc.ca).<sup>1</sup> In order to be posted on the Registry, and to align with the *Official Languages Act*, IAAC is requiring that you submit the FAAR form, or a summary of it, in French and English.

### Department/Agency Contact Information

<b>Submission Date</b>	February 11, 2026
<b>Department/Agency</b>	Women and Gender Equality Canada
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Review the draft Initial Project Description and answer the following questions:

1. Will your department or agency exercise a **power, perform a duty or function**, or provide **financial assistance**, related to the project to enable it to be carried out in whole or in part?

As relevant,

- a) Specify the power, duty or function, or financial assistance, and the likelihood that it will be required to construct the project, as either Required, Potential, Likely, Unlikely or Not Required
- b) Describe any associated Indigenous or public consultation, including timelines, and elaborate on any potential opportunities for consultation coordination with the impact assessment process, if an impact assessment is required
- c) Describe any associated information requirements (e.g., alternative means assessment, habitat offsetting), and specify those that may be coordinated with the impact assessment process, if an impact assessment is required
- d) Identify any associated project-specific guidance or issues of which the proponent should be aware, or information the proponent should provide
- e) Indicate whether your department or agency has identified any power that it will be unable, or may be unable, to exercise to allow the project to proceed, in whole or in part as currently planned, with reasons; if unsure, explain what must be resolved to increase confidence

No, N/A.

2. **Using Table 1**, identify project- and context-specific **key issues** based on the expertise within your mandate<sup>2</sup> and the information in your possession. Available information may include your access to databases and corporate knowledge, the draft Initial Project Description, any exchanges with the proponent or others related to the project and known means to address the effects.

For each key issue:

- a) Specify the key issue (e.g., specific species and location)

<sup>1</sup> Please note that advice provided to IAAC may be posted on the Canadian Impact Assessment Registry Internet Site or otherwise made available to the public.

<sup>2</sup> Refer to the [Memoranda of Understanding with IAAC](#).

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- b) Specify the project component or activity linked to the key issue
- c) Explain why it is a key issue based on:
  - i. biophysical effect pathway(s) from the specific project component or activity
  - ii. concerns unique to the project or a priority within your mandate
  - iii. the issue being material<sup>3</sup> to decision-making under the *Impact Assessment Act*
- d) Potential pathways from key issues that could lead to an impact on Indigenous Peoples and their rights
- e) Identify how the issue could be resolved, including through other means than an impact assessment (e.g., other regulatory oversight)
- f) Identify additional information the proponent could provide to build confidence about how the issue could be addressed through other means

IAAC has prepared a preliminary list of potential effects that are likely to be key issues for the impact assessment.<sup>4</sup> While completing **Table 1**, IAAC requests that, as appropriate based on your department or agency's mandate and expertise, you validate this list, add precision or rationale where appropriate, and recommend any additional key issues for consideration. For a federal work or undertaking, such as nuclear energy works, a broader range of effects are within federal jurisdiction, including socio-economic effects.

IAAC has identified the following topics as **potential key issues** for the impact assessment:

- Effects to Biological Environment: vegetation (terrestrial, riparian and wetland environments), wildlife, reptiles and amphibians, fish and fish habitat, birds, species at risk
- Effects to Physical Environment: geology and geochemistry, soils and sediment, ambient radioactivity, air quality/emissions, surface water quality/quantity, groundwater quality/quantity, effects to Lake Ontario
- Accidents and malfunctions and effects of the environment on the project
- Impacts to Indigenous rights, current use of lands and resources for traditional purposes, physical and cultural heritage of Indigenous peoples and sites of archaeological importance, with a focus on potential archaeological resources on land or water, and species of cultural importance
- Effects to the health, social and economic conditions and the positive and negative consequences of these changes that are likely to be caused by the carrying out of the designated project

Women and Gender Equality  
Canada, Director.

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Name and title of Departmental /  
Agency Responder

February 11, 2026

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Date

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<sup>3</sup> An issue is material to decision making if its analysis is anticipated to affect the conclusions on (1) whether adverse effects within federal jurisdiction or direct and incidental adverse effects (collectively adverse federal effects) are likely not significant, or of low, medium or high significance; (2) appropriate mitigation measures for significant adverse federal effects; or (3) justification in the public interest.

<sup>4</sup> IAAC has prepared this list based on limited information prior to receipt of the draft Initial Project Description. It may change based on input received from federal and provincial authorities, Indigenous communities, and the public.

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**Table 1: Key Issues to inform the impact assessment process**

This table should outline key issues to inform the impact assessment process, including whether an impact assessment is required and, if so, the scope of the assessment and tailoring of the Tailored Impact Statement Guidelines.

Key issues are the major concerns directly related to a project component or activity, the analysis of which is anticipated to be material to decision-making under the *Impact Assessment Act*.

Federal authorities' advice should be guided by the identification and resolution of key issues. If an impact assessment is required, it will be focused on key issues.

Comment ID	a) Key issue	b) Project component or activity	c)(i) Biophysical effect pathway(s)	c)(ii) Concern unique to the project or a priority within your mandate	c)(iii) Material to federal decision-making	d) Impacts on Indigenous Peoples and their rights	e) Means for issue resolution	f) Additional information from the proponent
<p>Identify each comment by your organization's acronym and a sequential comment number.</p> <p>e.g.: IAAC-01</p>	<p>Specify each key issue (e.g., specific species and location).</p>	<p>Identify the project component or activity linked to the key issue.</p> <p>Be specific about the nature, scale, novelty and complexity of the component or activity.</p>	<p>Identify the specific effect pathway between the project component or activity and the affected environmental or human receptor (including Indigenous Peoples).</p>	<p>Describe why it's a key issue within the mandate of your department or agency, including in terms of priorities of the federal government and in terms of anticipated likelihood, severity or uncertainty of effects.</p> <p>Identify if the key issue is common for project activities of this nature or in this sector, or whether it is unique to this project due to the project's complexity, size or novelty; a sensitive or rare receiving environment; and/or proximity of sensitive environmental or human receptors (including Indigenous Peoples).</p>	<p>Describe why the key issue is material to decision-making as either:</p> <ul style="list-style-type: none"> <li>an adverse effect within federal jurisdiction, or a direct or incidental adverse effect, that may be significant based on available evidence including:                             <ul style="list-style-type: none"> <li>federal experts' knowledge and experience with past project assessments;</li> <li>presence of sensitive species, habitats or human receptors (including Indigenous Peoples);</li> <li>novel or complex project activities, components or technologies;</li> <li>high uncertainties in effects or in the effectiveness of mitigation measures;</li> <li>unknown or unproven mitigation; or</li> </ul> </li> <li>a factor for the justification in the public interest anticipated to be material to decision-making such as a likely positive effect contributing to sustainability, to Canada's environmental obligations or climate change commitments or in supporting governmental priorities, such as reconciliation with Indigenous Peoples.</li> </ul>	<p>Describe how key issues you have identified within your mandate and expertise may lead to impacts on Indigenous Peoples and their rights.</p> <p>This advice must be informed by knowledge and input from Indigenous Nations and communities during the comment period, or within the Initial Project Description to support a more accurate, respectful and collaborative assessment.</p>	<p>Describe how the key issue could be resolved or addressed by:</p> <ul style="list-style-type: none"> <li>Any means, including powers, duties, functions, frameworks, policies or guidance for which your department or agency is responsible;</li> <li>Any means, including powers, duties, functions, frameworks, policies or guidance from another jurisdiction, including the province;</li> <li>Common, proven, well-understood or standard mitigation measures to mitigate the effect or effect pathway(s); or</li> <li>Commitments made by the proponent (e.g., in the Initial Project Description).</li> </ul>	<p>Describe information the proponent could provide, or commitments the proponent could make, that would provide confidence that the issue can be resolved by existing means (to be considered for the final Initial Project Description, future Summary of Issues and response, or (potential) Tailored Impact Statement Guidelines.</p> <p>Consider whether information, studies, analyses or collaborative work with other authorities would be required to address the issue beyond existing means.</p>
WAGE-01	GBA Plus terminology	<b>Section 3.5.1 GBA+ Analysis</b> , pg. 139.	N/A	N/A	N/A	N/A	Adjust language from "GBA+" to GBA Plus throughout the document to be consistent with its current usage.	N/A
WAGE-02	Employment Opportunities	<b>5.8 Real and Potential Impacts on Health, Social, or Economic Conditions of Indigenous peoples of Canada (Preliminary)</b> , pg. 244.	N/A	Social and economic opportunities	<ul style="list-style-type: none"> <li>The key issue is material to decision-making as a direct or incidental adverse effect that may be significant, because there is a lack of concrete information provided in the IPD regarding workforce plans (e.g., approximate number, where expected primary workforce will be from).</li> <li>The Michi Saagiig Anishinaabeg Nations of the Williams Treaties First Nations (MS-WTFNs) have noted in the table "<b>Real and Potential Adverse Impact and Effects Categories</b>," the following related to working conditions: "access to meaningful, long-term employment and income for our members</li> </ul>	N/A	<p>Consider the following information to support baseline development and equitable employment opportunities:</p> <ul style="list-style-type: none"> <li>Has community input been used to develop targeted hiring and skills training goals for underrepresented groups (e.g., Indigenous women, Indigenous youth) to work across a range of positions and seniority levels?</li> </ul>	<ul style="list-style-type: none"> <li>As per the Tailored Impact Statement Guidelines 5.3.2 (<a href="#">Revised August 2025 [interim version]</a>), the Impact Statement must describe the effects of the project on the health, social and economic conditions of impacted Indigenous groups, including differential effects among diverse</li> </ul>

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					<p>(+/- employment opportunities)” and “opportunities for Indigenous procurement, contracting, or joint ventures, financial benefits and investments (+/- avenues for opportunities) (pg. 247).</p> <ul style="list-style-type: none"> <li>• However, there is a lack of detail exploring how the Project intends to facilitate long-term employment and equitable employment opportunities for the MS-WTFNs.</li> </ul>		<ul style="list-style-type: none"> <li>• How will the Project commit to hiring local and Indigenous contractors or how workplace policies and programs for local and Indigenous employment (and employment of other underrepresented groups)? Where possible, include projected numbers of total employees from within and outside (e.g., provincial, national, international) the spatial boundaries of the project.</li> <li>• Assess whether there are limited employment or educational opportunities among certain of the population groups, or if there are historical or contextual issues that have limited certain groups’ access to opportunities (e.g., links between access to education and childcare in remote communities). Statistics (qualitative and quantitative data) should be situated within the broader community context in order to be meaningful.</li> <li>• Explore options to increase Indigenous women’s representation in the workforce at all levels on resource development projects, including through accessible skills development training.</li> </ul>	<p>population groups determined a GBA Plus assessment.</p> <ul style="list-style-type: none"> <li>• An example of a Project who has undergone an IA review and to demonstrate how GBA application has led to positive outcomes, related to employment opportunities and GBV mitigation measures, for the Project and impacted communities and population groups.</li> <li>• <a href="#">Cedar LNG: Socioeconomic Report (July 2025)</a></li> <li>• <a href="#">Cedar LNG: Socioeconomic Management Plan (July 2024)</a></li> <li>• <a href="#">Cedar LNG: Gender, Equity, and Diversity (May 2024)</a></li> <li>• <a href="#">Cedar LNG: Community Feedback Process (July 2024)</a></li> </ul>
WAGE-03	Mitigation measures for potential gender-based violence (GBV) related to the Project.		N/A	<p>Include mitigation measures for potential GBV against Indigenous women, girls, and 2SLGBTQI+ peoples.</p> <p>Social, economic, and health conditions.</p>	<ul style="list-style-type: none"> <li>• The key issue is material to decision-making as a direct or incidental adverse effect that may be significant, because there is currently no inclusion of potential gender-Based violence (GBV) risks nor proposed mitigation measures for such risks.</li> <li>• The Michi Saagiig Anishinaabeg Nations of the Williams Treaties First Nations (MS-WTFNs) have noted in the table “<b>Real and Potential Adverse Impact and Effects Categories,</b>” the following: “effects on perceived and actual community safety,” “social tension or harassment linked to potential outside workforce presence,” and “safety concerns for women, youth, and</li> </ul>	N/A	<p>Consider adopting the following mitigation measures to reduce potential GBV risks:</p> <ul style="list-style-type: none"> <li>• Robust workplace education and sensitivity training, including, but not limited to, anti-violence policy that incorporates gender-appropriate, gender-specific, and culturally appropriate policies and processes. Survey and include existing services and supports related to gender-based violence</li> </ul>	<p>The report “<a href="#">Responding to the calls for justice</a>” provided the following recommendations to protect the safety and security of Indigenous women and girls:</p> <ul style="list-style-type: none"> <li>• implementing measures such as specific consultation with community leaders with knowledge of on-the-</li> </ul>

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					gender-diverse members linked to project workforce.”		<p>(e.g. sexual assault services, shelters, family violence, victim and legal services, Indigenous supports, 2SLGBTQIA+ supports, etc.) for identified communities (Section 6 Indigenous Nations Interests and Engagement).</p> <ul style="list-style-type: none"> <li>• GBV has the potential to occur in the workplace but also within communities in proximity to resource development projects. It is important to implement mitigation measures that extend beyond workers’ actions within the workplace.</li> </ul>	<p>ground reality for vulnerable women</p> <ul style="list-style-type: none"> <li>• local safety initiatives</li> <li>• substance use policies</li> <li>• recruitment and training</li> <li>• incident tracking and monitoring</li> </ul> <p><a href="#">What is Gender-based Violence?</a></p> <p><a href="#">Responding to the Calls for Justice: Addressing Violence Against Indigenous Women and Girls in the Context of Resource Development Projects</a> – recommendation 11</p> <p>training for workers</p> <p><a href="#">Impact Assessment &amp; MMIWG Calls for Justice</a> – Particularly the link between sexually transmitted diseases and workers camps as an impact on “social infrastructure” pgs. 11, 13-14.</p> <p><a href="#">Gender based violence is a public health issue: using a health systems approach (WHO)</a></p> <p><a href="#">Human Trafficking Corridors in Canada</a>. Sex trafficking identified by service providers, Mining camps, see pg. 14. Extraction camp corridor (AB), pg. 30. British Columbia corridors, pg. 31-32.</p>
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Please insert additional rows as necessary.

**Overview of Gender-based Analysis Plus (GBA Plus)**

GBA Plus is an analytical tool to support the development of responsive and inclusive initiatives, including policies, programs, and other initiatives. GBA Plus is a process for understanding who is impacted by the issue being addressed by the initiative; identifying how the initiative could be tailored to meet diverse needs of the people most impacted; and anticipating and mitigating any barriers to accessing or benefitting from the initiative. GBA Plus is an analytical tool that can be applied to all stages of initiative development, implementation, monitoring, and evaluation. Applying GBA Plus early in the policy development process ensures that diversity considerations are embedded in the decision-making process, allowing for responsive and inclusive initiatives that meet the needs of diverse groups of people.

GBA Plus also involves consideration of the context within which people live, for example, social context, group membership, and systems of oppression (e.g., colonialism, racism, ableism, etc.). When we consider how these factors work together, we recognize that there are as many differences within groups of people as there are between groups.

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Some key questions to consider as data and information are gathered at all stages of GBA Plus include, but are not limited to:

- What disaggregated data is available to understand the various intersecting dimensions of the issue?
- Am I prioritizing certain factors and/or data over others? If so why?
- Who should be involved in gathering and analysing data?
- How was the “intersection of sex, gender, and other identity factors” considered to support the analysis?
- How might I engage those who are affected by this issue in my analysis and in the development, implementation and monitoring of the initiative including those who are not traditionally represented?
- What community strengths and resources can be leveraged to help design the initiative in a way that will address the issue and mitigate any potential negative impacts?
- Have gender-based violence (GBV) considerations, particularly for Indigenous Women and Girls, been incorporated into community well-being and as a social determinant of health?
- Are there any gaps in data in identifying differences and inequalities?

Additional information on GBA Plus, GBV, and disaggregated data are listed below:

- [Gender-based Analysis Plus \(GBA Plus\) - Canada.ca](#)
- [What is gender-based violence? - Women and Gender Equality Canada](#)
- House of Commons Standing Committee on the Status of Women (FEWO) released a study on [Responding to the Calls for Justice: Addressing Violence Against Indigenous Women and Girls in the Context of Resource Development Projects](#)
- [2023-24 Reporting on the Calls for Justice 13.1 to 13.5: Calls for Extractive and Development Industries \(CIRNAC\)](#)
- [Impact Assessment & MMIWG Calls for Justice](#)
- [Portrait of Women by the Relative Remoteness of their Communities, Series 4: Labour Characteristics \(ISC\)](#)
- [MMIWG's findings on 'man camps' are a good place for government to get started - Macleans.ca](#)
- [Gender, Diversity, and Inclusion Statistics Hub](#)

Gender-based Indigenous Intersectional Impact Assessment Network (GiiIA), [GBA Plus in Regional Assessments for Offshore Wind in Atlantic Canada: Lessons Learned](#)

GBA Plus Tools in respect of Indigenous Peoples:

- [A Culturally Relevant Gender-based Analysis Starter Kit \(Native Women's Association of Canada\)](#)
- [Métis-Specific GBA Plus Tool \(Women of the Métis Nation/Les Femmes Michif Otipemisiwak\)](#)
- [Inuit-Specific GBA Plus Framework \(Pauktuutit Inuit Women of Canada\)](#)