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Polar Knowledge Canada 2024-25 Departmental Results Report

The Honourable Rebecca Chartrand

Minister of Northern and Arctic Affairs and Minister
responsible for the Canadian Northern Economic
Development Agency

Canada 

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Polar Knowledge Canada's 2024-25 Departmental results report

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At a glance

This departmental results report details Polar Knowledge Canada's actual accomplishments against the plans, priorities and expected results outlined in its [2024-25 Departmental Plan](#).

- [Vision, mission, raison d'être and operating context](#)

Key priorities

Polar Knowledge Canada identified the following key priorities for 2024-25:

- **Science and knowledge creation:** Polar Knowledge Canada is dedicated to conducting and supporting scientific research of the North, Arctic, and circumpolar regions. The agency is also committed to advancing knowledge of the Canadian Arctic through the creation of research and exchange of knowledge and information with scientific, academic, and policy communities, as well as the public.
- **Relationships and collaboration:** Polar Knowledge Canada is dedicated to strengthening and building relationships with Indigenous Peoples, Northern, Arctic, scientific, and international communities to foster an environment of trust and mutual understanding, as well as increase collaboration and knowledge sharing. The agency prioritizes international engagement and fostering relationships with other national and international polar programs.
- **Employee well-being and diversity:** Polar Knowledge Canada is committed to creating a workplace that understands the realities of working in the North and supports its employees wherever they are located. In the spirit of Article 23 of the *Nunavut Agreement*, the agency continues to be committed to Inuit employment through the development of innovative strategies to attract, develop, and retain Nunavut Inuit employees.

Highlights for Polar Knowledge Canada in 2024-25

- Total actual spending (including internal services): \$36,467,311
- Total full-time equivalent staff (including internal services): 94

For complete information on Polar Knowledge Canada’s total spending and human resources, read the [Spending and human resources section](#) of its full departmental results report.

Summary of results

The following provides a summary of the results the department achieved in 2024–25 under its main areas of activity, called “core responsibilities.”

Core responsibility 1: Polar Science and Knowledge

Actual spending: \$26,633,137

Actual full-time equivalent staff: 50

In 2024-25, Polar Knowledge Canada continued its work on Arctic scientific research through collaborative and in-house research and monitoring activities in climate science, permafrost, ecology, ecosystems, and biodiversity. Collaborations with academic, national, international, Indigenous governments and organizations supported knowledge exchange, enhanced coordination and alignment of polar research conducted in Canada and maximized investments and resources.

Polar Knowledge Canada engaged with Indigenous and Northern communities on critical research topics, including permafrost thaw, coastal erosion, food security, and climate change monitoring. The agency hosted knowledge sharing workshops, open houses, and community briefings where research findings were shared with attendees. It worked with communities to identify research priorities and incorporate two-eyed seeing principles by integrating local and Indigenous Knowledge with scientific research.

The agency also advanced support for Antarctic research with the renewed membership of the Canadian Committee on Antarctic Research, a new Memorandum of Understanding with Instituto Antártico Chileno, and support for the implementation of the science program for the Canadian Antarctic Research Expedition 2025 in partnership with the Royal Canadian Navy.

In 2025, Polar Knowledge Canada opened a regional office in Whitehorse, Yukon. This office is the agency’s first Northern expansion beyond Cambridge Bay, Nunavut. It will enable the agency to foster stronger relationships with researchers and Indigenous knowledge holders in Yukon. It will also allow Polar Knowledge Canada to recruit staff and build long-term capacity in Whitehorse and across the Yukon.

For more information on Polar Knowledge Canada’s [Polar Science and Knowledge](#) read the ‘Results – what we achieved’ section of its departmental results report.

From the Minister

As Minister of Northern and Arctic Affairs and Minister responsible for Canadian Northern Economic Development Agency, I am proud to present Polar Knowledge Canada's 2024-25 Departmental Results Report, which provides Canadians and Parliamentarians with an overview of this year's accomplishments and the work we do to advance Canada's knowledge of the Arctic, strengthen Canadian leadership in polar science and technology and promote the development and distribution of knowledge of other circumpolar regions.

Visiting the Canadian High Arctic Research Station in Cambridge Bay, Nunavut was nothing short of extraordinary. The Canadian High Arctic Research Station is a world-class hub of Arctic science, Indigenous knowledge, and global collaboration; but what impressed me most was how rooted it is in the community. Elders helped shape its design and meaning, hunters are out on the land collecting wildlife samples and young people are being trained in marine science, clean energy systems and so much more. This is research that matters, for the future of Northern communities, Canada, and the entire planet.

At the Canadian High Arctic Research Station, I saw firsthand the incredible innovation happening in the North: monitoring permafrost melt and sea ice loss, tracking new species moving North, and studying wildlife health to support food security. I also saw cutting-edge tools in action, from real-time environmental observatories to vertical gardens and 3D printers. Most powerful of all was the way Inuit knowledge is integrated into every part of the work. These are not abstract goals or distant promises; they are the very results Polar Knowledge Canada committed to deliver in its 2024-25 Departmental Plan, and I had the privilege of seeing them come to life with my own eyes in this year's achievements.

Polar Knowledge Canada's work speaks directly to the priorities of the Government of Canada and those that matter most for Canada's North:

- **Self-Determination**, by ensuring Indigenous peoples are equal partners in setting research priorities and stewarding knowledge
- **Sovereignty**, by anchoring world-class science and Canada's presence in the Arctic
- **Building one Canadian economy**, by funding northern-led projects that create jobs, support adaptation, and strengthen community capacity

The Arctic is warming faster than anywhere else on Earth and what happens here affects us all. Polar Knowledge Canada's leadership ensures Canada is not only responding to these changes but also helping shape a sustainable and inclusive future.

I am honoured to have Polar Knowledge Canada as part of my portfolio and deeply proud of the work carried out over the past year. What I saw in Cambridge Bay reflects the heart of Polar Knowledge Canada's mission: science and Indigenous knowledge moving forward together, communities leading the way, and young people shaping the future. Through these partnerships, we are not only strengthening the North, but we are also building a stronger, more sustainable Canada for everyone.



The Honourable Rebecca Chartrand
Minister of Northern and Arctic Affairs and Minister responsible for Canadian Northern Economic Development Agency

From the Acting President and Chief Executive Officer

As Acting President and Chief Executive Officer, I am honoured to lead Polar Knowledge Canada and to present our 2024–25 Departmental Results Report.

This past year has been both busy and deeply rewarding, marked by meaningful achievements that reflect the dedication of our staff, the strength of our partnerships and the trust of the communities we serve. Together, we have advanced Canada’s leadership in polar science and technology while ensuring our work brings real benefits to the North and to all Canadians.

At home, our efforts focused on improving economic opportunities, environmental stewardship, and quality of life in Northern and Arctic communities. From the Canadian High Arctic Research Station in Cambridge Bay, Nunavut, we supported and carried out research that has direct, practical impact. By combining cutting-edge science with Indigenous knowledge, we fostered more inclusive and effective solutions to Northern challenges. A special emphasis was placed on youth, encouraging interest in science and building the next generation of leaders who will shape a strong and sustainable future in the North.

Internationally, Polar Knowledge Canada supported Canada’s growing role in Antarctic science and governance. We continue to welcome international researchers to the Canadian High Arctic Research Station and in 2025 enabled the first Canadian Antarctic Research Expedition. These international investments support and uphold Canadian leadership in polar science.

We also took steps to connect people, knowledge, and communities in new ways. With the opening of regional hub office in Whitehorse, we strengthened ties with Yukon communities and First Nations, expanded employment opportunities, and enhanced collaboration across the territories. We delivered on our Inuit Employment Plan, secured interim program integrity funding, and deepened partnerships with governments, Indigenous organizations, and academic institutions.

These initiatives not only support federal priorities but also promote Indigenous leadership and create new opportunities for youth and Northern residents to take part in shaping the future of polar science and development.

Throughout the year, our work has been guided by values rooted in Northern life: respect, inclusivity, and service to family and community. These values ground our efforts and remind us that meaningful progress happens when we work together.

I am proud of all that we achieved in 2024–25 and of the role Polar Knowledge Canada continues to play in advancing science and technology, strengthening community leadership and supporting the Government of Canada’s priorities to build a brighter future for the North, the Arctic, and for Canada as a whole.



Suzanne (Sue) Kerr
Acting President and Chief Executive
Officer, Polar Knowledge Canada

Results – what we achieved

Core responsibilities and internal services

- [Core responsibility 1: Polar Science and Knowledge](#)
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Core responsibility 1: Polar Science and Knowledge

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Description

Polar Knowledge Canada is Canada's polar science agency operating out of the world-class Canadian High Arctic Research Station campus in Cambridge Bay, Nunavut. Polar Knowledge Canada performs and enables multi-disciplinary polar research. Through our grants and contributions program, we fund external partners such as academia, northern organizations who conduct research and related projects. Polar Knowledge Canada aims to support world-class Arctic and Antarctic science and to increase domestic and international research coordination and collaboration by leveraging resources with partners. Through workshops, conferences, social media, and other tools, Polar Knowledge Canada shares and promotes the exchange of knowledge across polar scientific and policy communities and the general public. Throughout all of its core activities, Polar Knowledge Canada aims to fund and train the next generation of polar research personnel, with a focus on northern youth.

Quality of life impacts

Polar Knowledge Canada's internal and external research, partnerships, reconciliation and youth engagement efforts contribute directly to advancing [environmental sustainability](#) across the North and Arctic.

With the goal of improving air quality and reducing greenhouse gas emissions, Polar Knowledge Canada tested various innovative technologies under extreme Arctic environmental conditions to assess the feasibility of renewable energy as an alternative to diesel. Research also examined opportunities such as improved food storage, energy generation from composting, and the integration of ways to implement renewable energy technologies, all of which demonstrated potential to reduce reliance on diesel in remote communities.

Arctic and Northern communities also face persistent challenges in dealing with solid waste and wastewater management. To address these issues, Polar Knowledge Canada supported projects that tested new and emerging technologies to reduce waste, promote sustainable practices, alleviate pressures on local waste systems and improve water quality.

Safeguarding biodiversity is another cornerstone of environmental sustainability in the Arctic. Polar Knowledge Canada research advanced knowledge of terrestrial, freshwater, and marine ecosystems to better understand the impacts of rapid climate change. Partnerships with organizations such as the Canadian Museum of Nature investigated climate-driven changes in small mammal populations, the vulnerability of northern plant species with different life history traits, and the distribution of marine biodiversity, including Arctic fish, kelp and other seaweed in Cambridge Bay.

Environmental sustainability also extends to the health and well-being of Northerners. In collaboration with the University of Saskatchewan and the Canadian Wildlife Health Cooperative, Polar Knowledge Canada examined food sovereignty and security through wildlife monitoring and research on zoonotic diseases. These studies contribute to sustainable approaches to health and food systems in the North.

In advancing reconciliation, Polar Knowledge Canada continued to partner with Inuit Tapiriit Kanatami and the Gwich'in Tribal Council to strengthen capacity for community-based monitoring and Northern-led research and to reduce inequality and to promote diversity and [shared values](#). These initiatives are essential to integrating Indigenous Knowledge with scientific research, ensuring sustainability solutions are locally relevant and culturally grounded.

Youth engagement also plays a critical role in strengthening northern capacity and fostering innovation. Polar Knowledge Canada hosted science camps and on-the-land learning activities, such as those delivered with Carleton University, where Elders and hunters shared survival skills and land-based knowledge with the students.

Through funding for Northern and Indigenous-led projects, the agency is further supporting research excellence and advancing Indigenous self-determination while reinforcing sustainability across Canada's North.

Progress on results

This section details the department's performance against its targets for each departmental result under Core responsibility 1: Polar Science and Knowledge.

Table 1: Canada's polar science and technology research is publicly available and being applied
 Table 1 shows the target, the date to achieve the target and the actual result for each indicator under Canada's polar science and technology research is publicly available and being applied in the last three fiscal years.

Departmental Result Indicator	Target	Date to achieve target	Actual Result
Percentage of research publications led or supported by Polar Knowledge Canada that are available online to the Canadian public	At least 30%	March 31, 2025	2022–23: 45% 2023–24: 39% 2024–25: 100%
Number of citations of research led or supported by Polar Knowledge Canada	At least 100	March 31, 2025	2022–23: 188 2023–24: 252 2024–25: 302

Table 2: Canada’s arctic science includes Indigenous and local knowledge

Table 2 shows the target, the date to achieve the target and actual result for each indicator under Canada’s arctic science includes Indigenous and local knowledge in the last three fiscal years.

Departmental Result Indicator	Target	Date to achieve target	Actual Results
Percentage of arctic research projects led or supported by Polar Knowledge Canada that include Indigenous or local knowledge	At least 90%	March 31, 2025	2022–23: 81% 2023–24: 88% 2024–25: 77%
Percentage of arctic projects led or supported by Polar Knowledge Canada that involve Northerners	At least 90%	March 31, 2025	2022–23: 78% 2023–24: 90% 2024–25: 91%

Table 3: Canada fosters domestic and international knowledge exchange and partnerships in polar science

Table 3 shows the target, the date to achieve the target and actual result for each indicator under Canada fosters domestic and international knowledge exchange and partnerships in polar science in the last three fiscal years.

Departmental Result Indicator	Target	Date to achieve target	Actual Results
Number of knowledge exchange activities or initiatives led or supported by Polar Knowledge Canada	At least 100	March 31, 2025	2022–23: 716 2023–24: 251 2024–25: 622
Percentage of leveraged investment by Polar Knowledge Canada-supported projects	At least 100%	March 31, 2025	2022–23: 103% 2023–24: 179% 2024–25: 88% ¹
Percentage of projects led by Polar Knowledge Canada that involve external partners	At least 75%	March 31, 2025	2022–23: 81% 2023–24: 85% 2024–25: 100%

¹ Polar Knowledge Canada is prioritizing smaller research projects to help fill critical funding gaps. As a result, it often serves as the primary source of financial support for these initiatives, which can reduce the potential for attracting additional investments from other partners.

Table 4: The next generation of Canadian polar researchers is developed

Table 4 shows the target, the date to achieve the target and actual result for each indicator under the next generation of Canadian polar researchers is developed in the last three fiscal years.

Departmental Result Indicator	Target	Date to achieve target	Actual Results
Percentage of Polar Knowledge Canada-led or supported projects that involve youth or early career researchers	At least 80%	March 31, 2025	2022–23: 62% 2023–24: 71% 2024–25: 87%

The [Results section of the Infographic for Polar Knowledge Canada on GC Infobase page](#) provides additional information on results and performance related to its program inventory.

Details on results

The following section describes the results for Polar Science and Knowledge in 2024–25 compared with the planned results set out in Polar Knowledge Canada’s Departmental Plan for the year.

Canada’s polar science and technology research is publicly available and being applied

Results achieved

Polar Knowledge Canada continues to promote and share polar research through a variety of accessible formats, including research papers, information sheets, videos, posters, pamphlets, presentations, webinars, and social media. By making polar research accessible and engaging, the agency strengthens evidence-based decision-making, fosters collaboration between scientists and Indigenous knowledge holders, and raises awareness of Arctic and Northern issues. These activities directly support sustainable development, environmental stewardship, and community resilience in the North while informing national and international policy decisions on climate, ecosystems, and Indigenous rights. These efforts ensure that Northern and global audiences benefit from the latest polar science. Some highlights include:

- **Information sheets**

12 information sheets were developed on topics of Northern relevance and global significance, including climate change, permafrost thaw, ecosystem science, fish and wildlife, biodiversity, Indigenous Knowledge, environmental stewardship, and education. These resources will be made available to researchers and the public at the Canadian High Arctic Research Station, tradeshows, community events.

- **Indigenous-led video projects**

Polar Knowledge Canada supported the production of several Indigenous-led video initiatives, such as:

- [A Century of Petroleum Extraction at Tłeqóhłj \(Norman Wells\): Indigenous Knowledge for Indigenous Guardianship](#) documents Indigenous perspectives on impacts of oil extraction at Norman Wells
- [Nanuk Narratives](#), a series of 20 short documentaries, features Inuit Elders and hunters from Nunatsiavut, Nunavik and Nunavut in Canada’s eastern Arctic sharing insights into their relationships with polar bears informing wide audiences, including government policy-makers

- **Educational animation on public health**

The animated video [Trichinella in Arctic and Northern Canada](#) was produced to raise awareness among Northern communities about the dangers this zoonotic disease transmitted through the consumption of infected animals.

- **Aqhaliat Magazine – 10th anniversary edition**

In preparation for Polar Knowledge Canada’s 10th anniversary in June 2025, all work on a renewed edition of Aqhaliat magazine was completed in 2024-25. This edition highlights research projects supported by the agency, showcases internal initiatives, and offers a firsthand view of the Canadian High Arctic Research Station facility. To align with the anniversary celebrations, the magazine will be published in 2025-26 in 4 languages: English, French, Inuktitut, and Inuinnaqtun.

- **Publications**

In continued support of the [2020 to 2025 Science and Technology Framework](#), 18 articles, either co-authored or with data contributed by Polar Knowledge Canada were published in 2024-25 in various scientific journals, such as BioOne Publishing, Scientific Data, SpringerNature, One Health, and EGU sphere. These publications expand Canada's scientific knowledge base in key research areas, informing policy, shaping public understanding, and driving advocacy, awareness, and behavioral change. Key publication highlights include:

- [Lichen Diversity at Cambridge Bay and Vicinity, Southern Victoria Island, Nunavut, Canada](#)
- [Brucellosis emergence in the Canadian Arctic](#)
- [Early Pleistocene glacier ice preserved in permafrost in the eastern Canadian Arctic](#)
- [Ongoing firn warming at Eclipse Icefield, Yukon](#)
- [Extremely low biodiversity Arctic intertidal habitats as sentinels for environmental change](#)
- [High diversity of freshwater invertebrates on inuinnait nuna, the Canadian Arctic, revealed using mitochondrial DNA barcodes](#)
- [Modeled Seed Accumulation Patterns Explain Spatial Heterogeneity of Shrub Recruitment Within the Taiga-Tundra Ecotone](#)
- [Seasonal Temperature and Circulation Patterns in a Hybrid Polar Lake, Great Bear Lake, Canada](#)

Canada's Arctic science includes Indigenous and local knowledge

Results achieved

Polar Knowledge Canada recognizes Indigenous Knowledge as a critical information source vital to Arctic research. The agency supports Indigenous self-determination in science and technology by prioritizing research areas identified by Northern and Indigenous communities and incorporating Indigenous Knowledge and perspectives into all aspects of its research. By integrating Indigenous and local knowledge with scientific research, Polar Knowledge Canada ensures that Arctic science is culturally relevant, locally grounded, and more accurate. This approach strengthens community leadership, informs policy decisions, supports sustainable development in the North and Arctic, and fosters trust and collaboration between researchers and Indigenous communities.

Community engagement

In 2024-25, Polar Knowledge Canada championed knowledge exchange and open dialogue with Northern communities, leveraging partnerships to bring together scientists, researchers, Elders, youth and other knowledge holders. These engagements supported projects investigating and mitigating climate change-related impacts in the North and are vital to ensuring that project goals align with community interests and priorities. Northerners are on the frontlines of environmental change, and their lived experience provides some of the most valuable insight to guide scientific research. Some highlights include:

- **Knowledge sharing events**

Polar Knowledge Canada partnered on 5 events in 2024-25 to address the pressing Northern and Arctic climate change issues and the implications to communities and ecosystems:

- **Landscape Carbon Workshop** - Hosted by the Government of the Northwest Territories in partnership with Polar Knowledge Canada, over 175 workshop participants attended from across Canada and internationally, with a synthesis focus on shared knowledge from scientists and Indigenous knowledge holders on the sequestration of carbon and ecosystem services of peatlands, permafrost, wetlands, boreal forest and soils, and watersheds. There was a strong emphasis and input on nature-based climate solutions and the potential of Indigenous Protected and Conserved Areas to advance and inform future carbon policies for decision makers in the Northwest Territories.
- **Permafrost Workshop** - This event was hosted by Inuvialuit Lands Administration (Inuvialuit Regional Corporation) in collaboration with the Government of the Northwest Territories and Polar Knowledge Canada. Approximately 100 participants reviewed science and Indigenous knowledge on permafrost issues in the Inuvialuit Settlement Region, aiming to develop a Western Arctic Permafrost Network to support a sustainable, integrated, multi-disciplinary permafrost monitoring.
- **National Inuit Youth Council Climate Change Workshop** - In partnership with Inuit Tapiriit Kanatami, this workshop engaged Inuit youth in climate change discussions and fostered youth-led knowledge exchange.
- **Nature-based Climate Solutions Workshop** - Developed with Dr. Oliver Sonnentag from the Université de Montréal, this workshop focused on leveraging machine learning, artificial intelligence for large dataset management, and drone imagery to monitor and map Northwest Territories' forests and vegetation.
- **Oceans Canada Week** - Hosted a northern hub for Oceans Canada Week that connected Inuit voices from the Kitikmeot region with others from across Canada focussed on marine resources management.
- **Open houses and community briefings**
Throughout the year, Polar Knowledge Canada hosted community briefings, open houses, and engaged directly with Elders and Indigenous knowledge holders. These consultations helped incorporate community priorities and traditional knowledge into the project design and implementation. Key engagement highlights include:
 - **Permafrost and coastal erosion projects** - Cambridge Bay community members shared knowledge on permafrost conditions and identified key locations for studying and monitoring permafrost and aquatic ecosystems.
 - **Plant research needs** - Interviews across the Kitikmeot communities (Cambridge Bay, Kugaaruk, Gjoa Haven, and Taloyoak) gathered local perspectives on knowledge gaps and community needs related to plant research.
 - **Community-driven air quality monitoring** – In support of Arctic Council initiatives and other partners, Cambridge Bay residents helped identify key monitoring areas, select suitable sites for air quality monitors, and contributed to guidelines for sharing project results and data in this collaborative project.
 - **Off-grid renewables hub planning** – Community feedback informed energy projects at the Canadian High Arctic Research Station, including local experiences with wind turbines and renewable energy technologies.

- **Food security and Traditional Knowledge** – Community members shared insight into local plants and food security concerns during workshops supporting the *Kitikmeot Inuit Co-Led Participatory Research on Traditional Edible Berries and Plants*.
- **Monitoring Arctic change and extreme events** – Open houses and meetings gathered local knowledge on changing snow conditions, sea ice changes, caribou movement patterns, water quality and permafrost thaw as part of the [Multidisciplinary Observatory for Arctic Climate Change and Extreme Events Monitoring](#) project, led by Université de Sherbrooke and University of Toronto.

By actively involving communities in Arctic research, Polar Knowledge Canada ensures that projects are grounded in local knowledge and responsive to real-world needs. This collaborative approach strengthens community resilience, enhances the relevance and impact of scientific studies, and supports evidence-based policy and sustainable development in the North. Polar Knowledge Canada remains committed to prioritizing partnerships with Northern communities to examine the long-term impacts of a warming climate on Arctic landscapes, and to predict the implications for sustaining healthy communities and ecosystems in the years to come.

Knowledge Management and Engagement

Knowledge mobilization and information exchange is key to the integration of Indigenous Knowledge and perspectives with polar science. Polar Knowledge Canada works with key knowledge holders from Indigenous, academic, national, and international partners to improve the effectiveness of knowledge mobilization and sharing events. By actively mobilizing knowledge and facilitating collaborative events, Polar Knowledge Canada ensures that research is informed by both scientific methods and Indigenous perspectives and knowledge. This approach strengthens the quality, relevance, and accessibility of polar science, supports evidence-based decision-making, and fosters long-term partnerships that help Northern communities respond effectively to climate change, environmental and social challenges.

Speaker Series at the Canadian High Arctic Research Station

The POLAR Speaker Series is a knowledge management and northern engagement feature at the Canadian High Arctic Research Station where visiting researchers share knowledge and the results of ongoing research with the community of Cambridge Bay. These events are critical for keeping residents informed about research taking place in their region and for fostering the exchange of local knowledge and *Inuit Qaujimajatuqangit*. By incorporating Indigenous Knowledge into scientific work, the series broadens the impact and relevance of research in the Arctic.

In 2024-25, Polar Knowledge Canada hosted 6 Speaker Series covering topics such as food security and greenhouse dome Arctic food production, Arctic kelp research, the Kitikmeot biting insect monitoring program, a decade of mercury testing on Arctic Char, and Arctic Char movements and habitat near Kugluktuk.

Elders-in-Residence Pilot Program

As part of the Elders-in-Residence pilot program, Polar Knowledge Canada welcomed Inuit Elders to participate in internal meetings, where knowledge of *Inuit Qaujimajatuqangit* principles was shared.

This meaningful engagement supports the ongoing and intentional integration of Indigenous knowledge into the workplace and organizational culture.

This program also supports ongoing work to update internal policies and procedures by integrating Elders' perspectives. By embedding Inuit knowledge and cultural practices into organizational culture, Polar Knowledge Canada enhances cultural competency, promotes a supportive and inclusive workplace, and ensures that Indigenous perspectives inform agency decision-making. This approach not only strengthens internal operations but also models culturally grounded leadership for Northern and federal institutions.

Update to Polar Regions Research and Activities Grant

In 2024-25, Polar Knowledge Canada undertook revisions to the Polar Regions Research and Activities Grant to strengthen its support for projects led by Northerners, foster the next generation of Polar researchers and integrate Indigenous Knowledge. While these changes will be fully implemented in 2025-26, significant updates to the grants process and design were undertaken in 2024-25:

- The grant program shifted from a targeted approach to an open call, allowing more Canadians to submit research ideas
- The evaluation process was revamped to prioritize projects led by Northerners, incorporating Indigenous Knowledge, and integrating community engagement activities
- Three priority areas in the grant program consisted of supporting the development of the next generation of polar researchers, enhancing understanding of the role of local and Indigenous Knowledge in research and the North, and growing knowledge and understanding of both the Arctic and Antarctic environments. These updates ensure that grant funding better supports projects that are inclusive, community-informed, and culturally grounded

By redesigning the grant program, Polar Knowledge Canada is broadening access to research opportunities, empowering Northern and Indigenous researchers, and promoting projects that integrate local knowledge with scientific study. This approach strengthens the relevance and impact of polar research, fosters community engagement, and supports sustainable and culturally informed decision-making in Northern and polar regions.

Canada fosters domestic and international knowledge exchange and partnerships in polar science

Results achieved

In 2024-25, Polar Knowledge Canada continued to work with domestic and international partners to enhance coordination and alignment of polar research conducted in Canada. Enhancing Canada's international polar science engagement requires substantial coordination at the domestic level to ensure federal, provincial and territorial and Indigenous priority are represented. By fostering these partnerships, Canada ensures that its polar research is strategically aligned, collaborative, and impactful. This approach strengthens Canada's leadership in global polar science, amplifies the influence of Indigenous and local knowledge in international research discussions, and ensures that scientific findings effectively inform policy, sustainable development, and environmental stewardship in the Arctic and Antarctic.

Other Government Partners

In support of the Government of Canada's [Arctic and Northern Policy Framework](#), Polar Knowledge Canada is leading the Federal Arctic Science and Technology Coordination Committee, launched in March 2024, to bring federal partners together on common priorities. Departments and agencies are developing tools to improve collaboration, such as a shared Arctic science inventory, funding inventory, and frameworks to guide joint work. The agency is also working closely with domestic and international partners to better align research, avoid duplication, and make the most of available resources. Looking ahead, Polar Knowledge Canada will continue to strengthen collaboration and governance to deliver stronger results for Canadians.

Through partnerships with the National Research Council (NRC), Polar Knowledge Canada advanced several key projects that supported scientific innovation and knowledge sharing:

- **Bioelectrochemical Anaerobic Sewage Treatment (Phase 2)** - Successfully delivered a proof of concept for the removal of organics from wastewater in one of Polar Knowledge Canada's triplexes before decommissioning. Discussions for Phase 3 began with NRC and Elkan Engineering to install a full-scale experiment in 2025.
- **Food-to-Fuels Project** - Using Upflow Anaerobic Sludge Blanket technology, this project assesses the feasibility and potential of generating methane from food waste in an Arctic setting.

By partnering with other federal agencies, Polar Knowledge Canada maximizes the impact of Arctic research investments, promotes innovation in sustainable technologies, and ensures that practical solutions, such as renewable energy, waste management and food systems, are informed by rigorous science and aligned with community and national priorities. These collaborations strengthen Canada's capacity to address Arctic challenges efficiently and sustainably.

International Partnerships

In 2024-25, Polar Knowledge Canada advanced support for Antarctic research by announcing the appointment of 10 members of the Canadian Committee on Antarctic Research, which operated under the umbrella of the agency. The advisory group provides expert advice and guidance on matters related to the development and implementation of Canada's Antarctic Research Program and supports the promotion of Canadian participation in Antarctic international scientific programs and related activities.

Polar Knowledge Canada strengthened bilateral collaboration with the Instituto Antártico Chileno, confirming their mutual commitment to polar science by signing a Memorandum of Understanding in Punta Arenas, Chile. The Memorandum of Understanding establishes a framework for scientific and technological research, logistical support and shared priorities over the next decade leading up to the International Polar Year in 2032-33.

Polar Knowledge Canada also provided support toward the Canadian Antarctic Research Expedition 2025 in partnership with the Royal Canadian Navy. HMCS *Margaret Brooke* departed from Punta Arenas, Chile with a team of 15 Canadian scientists on February 24, 2025. The month-long expedition to the South Shetland Islands and west coast of the Antarctic Peninsula is the first Canadian-led Antarctic expedition in over 50 years.

Partnerships in Science and Research

Throughout 2024-25, Polar Knowledge Canada continued to facilitate research through partnerships by collaborating with academic, national, international, and Indigenous governments and organizations. These partnerships provide opportunities to better support the needs and issues of Canada's Northern communities through collaborative research and infrastructure. Examples include:

- A partnership with Natural Resources Canada's CanMET Energy, Carleton University, and the Municipality of Cambridge Bay to study heat sink and thermal pump options for residential heating
- Collaboration on permafrost and ecosystem studies on Southern Victoria Island with Université du Québec à Rimouski, Institut des Sciences de la Mer, Dalhousie University, Thompson Rivers University, and Institut National de la Recherche Scientifique
- Participation in the international T-MOSAIc Permafrost Thaw Action Group to quantify permafrost thaw across the Arctic
- Expansion of the Canadian High Arctic Research Stations herbarium with samples from the Canadian Museum of Nature, University of Zurich, Laval University, and independent researchers

By fostering international and domestic partnerships, Polar Knowledge Canada strengthens Canada's leadership in polar science, promotes the integration of Indigenous and local knowledge, and maximizes research impact across multiple disciplines. These collaborations enable innovative solutions to Arctic and Antarctic challenges, support capacity-building, and ensure that scientific discoveries contribute to sustainable development, environmental stewardship, and policy-making at local, national, and global levels.

The next generation of Canadian polar researchers is developed

Results achieved

Polar Knowledge Canada aims to inspire younger generations to pursue careers in science, technology, engineering, and math (STEM), by providing youth with hands-on research experiences. Building skills in research and education contributes to advancing the self-determination of the North and supports economic development.

Polar Knowledge Canada's Grants and Contributions programs continue to support post-secondary students and early career researchers in technical, science, and research programs. Polar Knowledge Canada engages youth through various activities at the Canadian High Arctic Research Station, including science camps, school trips to the facility, and summer employment. In 2024-25, the Northern Scientific Training Program provided grants to 34 post-secondary institutions (split amongst 299 students). In addition, 8 scholarships and 5 awards were awarded to students.

In 2024-25, Polar Knowledge Canada's staff engaged with local schools, hosted educational activities at the Canadian High Arctic Research Station, and supported partners in delivering additional learning events, including:

- presentations on bryophyte (moss) research and the clean energy initiatives underway at the Canadian High Arctic Research Station

- engagement on Kitikmeot plants and specimen donations from the herbarium
- lab and learning event with local Elders and an expert hunter and fisherman on Arctic char covering oral history of traditional fishing practices, fish uses, and preparation techniques
- coastal erosion outreach events where youth learned to use research tools such as sea drones and trail cameras
- delivery of the Makigiaqta STEM camp at Canadian High Arctic Research Station with Nunavut Tunngavik Incorporated where 14 youth from 5 Nunavut communities participated in workshops on GPS wildlife tracking, engineering Arctic vehicles, and Inuktut math
- hosted Carleton University's on-the-land learning activities where local Elders led a survival skills course and shared land-based knowledge

Polar Knowledge Canada also supported early career researchers in 2024-25 by offering training and development opportunities:

- 2 Northern summer students participated in ecosystems and clean energy projects, including invertebrate biodiversity research.
- 4 graduate students (MSc and PhD) were trained in coastal and permafrost research projects.
- A PhD candidate received training for the re-establishment of the Kluane meteorological station.

New education programs were developed in partnership with Indigenous organizations to increase access to education and further the self-determination:

- Polar Knowledge Canada advised Makigiaqta on a customized, accredited Biology 30 pilot course incorporating curriculum co-development, accreditation discussions with the Nunavut Department of Education, *Inuit Qaujimajatuqangit*, and land-based learning.
- Preparations are underway for a qamutik-making workshop, where 2 local hunters will train 6 youth over 10 days to construct traditional sleds, building practical skills and fostering familiarity with the Canadian High Arctic Research Station facilities.

By engaging youth and early career researchers in hands-on, culturally grounded STEM experiences, Polar Knowledge Canada develops local expertise, strengthens Northern self-determination, and ensures the next generation of scientists can conduct Arctic research that is both community-informed and impactful.

Key risks

Polar Knowledge Canada operates in a complex and dynamic environment where several risks could impact its ability to carry out polar science and knowledge activities effectively. The continued success of Polar Knowledge Canada operations is reliant on several key factors:

- **Funding uncertainty** - Securing sufficient and timely funding from the fiscal framework for 2025-26 and beyond is critical. Delays or shortfalls could affect the organization's ability to achieve strategic objectives, maintain operations, and execute key projects.
- **Talent recruitment and retention** - Attracting and retaining personnel in the North with the necessary competencies for scientific research, technology development, technical support, and internal agency functions remains a challenge.
- **Logistical constraints** - Procuring materials and meeting critical logistical timeframes, such as sealift operations, can affect project delivery and operational continuity.

- **Stakeholder inputs** - Delays or gaps in required inputs from partners and stakeholders, including changes in land claim settlements, treaty implementation, and self-government agreements, Memoranda of Understanding with Indigenous governments and organizations, and service agreements with other federal entities, can impede project execution and obligations.

In 2024-25, Polar Knowledge Canada mitigated these risks by:

- engaging Treasury Board and stakeholders to communicate funding requirements, providing robust justification for support, and exploring alternative funding sources or partnerships
- embedding community participation at all stages of projects affecting local populations, with meaningful actions taken to implement Memoranda of Understanding and other commitments with Indigenous partners
- addressing employment challenges through timely recruitment, implementing the Inuit Employment Plan, and increasing training and hiring of Indigenous Peoples and Northerners

Resources required to achieve results

Table 5: Snapshot of resources required for Polar Science and Knowledge

Table 5 provides a summary of the planned and actual spending and full-time equivalents required to achieve results.

Resource	Planned	Actual
Spending (\$)	24,929,010	26,633,137
Full-time equivalents	51	50

[The Finances section of the Infographic for Polar Knowledge Canada on GC Infobase page](#) and the [People section of the Infographic for Polar Knowledge Canada on GC Infobase page](#) provide complete financial and human resources information related to its program inventory.

Program inventory

Polar Science and Knowledge is supported by the following programs:

- Knowledge Management and Engagement
- Science and Technology

Additional information related to the program inventory for Polar Science and Knowledge is available on the [Results page on GC InfoBase](#).

Internal services

In this section

- [Description](#)
- [Progress on results](#)
- [Resources required to achieve results](#)
- [Contracts awarded to Indigenous business](#)

Description

Internal services refer to the activities and resources that support a department in its work to meet its corporate obligations and deliver its programs. The 10 categories of internal services are:

- Management and Oversight Services
- Communications Services
- Legal Services
- Human Resources Management
- Financial Management
- Information Management
- Information Technology
- Real Property
- Materiel
- Acquisitions

Progress on results

This section presents details on how the agency performed to achieve results and meet targets for internal services.

In 2024-25, Polar Knowledge Canada continued advancing the modernization of its internal services by establishing a solid foundation of policies and procedures to guide the agency forward. This work was carried out with careful consideration of the unique realities of its headquarters in Cambridge Bay, Nunavut, a small Northern hamlet.

In the spirit of, and in alignment with, Article 23 of the *Nunavut Agreement*, Polar Knowledge Canada completed the renewal of its Inuit Employment Plan (2025 to 2033), with formal approval and publication scheduled for early 2025-26. This renewed plan reaffirms the agency's commitment to becoming an employer of choice in the North and reflects its ongoing dedication to reconciliation.

The plan outlines a focused and deliberate approach to enhancing and strengthening Inuit employment within the agency. It includes concrete initiatives aimed at developing, attracting, and inspiring Inuit talent to join and thrive within Polar Knowledge Canada. Some highlights for 2024-25 include:

- the continued support of the Polar Knowledge Canada's Inuit Advisory Committee, which serves as an advisory board to senior management and gives insight on integrating Inuit Societal Values
- formalizing of *Inuit Qaujimagatuqangit* days that will be held by the Inuit Advisory Committee

These measures support mental wellness, encourage learning through traditional methods, enhance organizational resilience, promote reconciliation, and ensure that the agency’s operations are responsive to the needs and priorities of Northern communities.

Resources required to achieve results

Table 6: Resources required to achieve results for internal services this year

Table 6 provides a summary of the planned and actual spending and full-time equivalents required to achieve results.

Resource	Planned	Actual
Spending (\$)	10,481,143	9,834,174
Full-time equivalents	56	44

The [Finances section of the Infographic for Polar Knowledge Canada on GC Infobase](#) and the [People section of the Infographic for Polar Knowledge Canada on GC Infobase](#) provide complete financial and human resources information related to its program inventory.

Contracts awarded to Indigenous businesses

Government of Canada departments are required to award at least 5% of the total value of contracts to Indigenous businesses every year.

Polar Knowledge Canada results for 2024–25:

Table 7: Total value of contracts awarded to Indigenous businesses¹

As shown in Table 7, Polar Knowledge Canada awarded 36.86% of the total value of all contracts to Indigenous businesses for the fiscal year.

Contracting performance indicators	2024-25 Results
Total value of contracts awarded to Indigenous businesses ² (A)	\$869,963.17
Total value of contracts awarded to Indigenous and non-Indigenous businesses (B)	\$2,360,499.35
Value of exceptions approved by deputy head (C)	\$0
Proportion of contracts awarded to Indigenous businesses [A / (B–C) × 100]	36.86%
<ul style="list-style-type: none"> - ¹ “Contract” is a binding agreement for the procurement of a good, service, or construction and does not include real property leases. It includes contract amendments and contracts entered into by means of acquisition cards of more than \$10,000.00. - ² For the purposes of the minimum 5% target, the data in this table reflects how Indigenous Services Canada (ISC) defines “Indigenous business” as either: <ul style="list-style-type: none"> o owned and operated by Elders, band and tribal councils 	

Contracting performance indicators	2024-25 Results
	<ul style="list-style-type: none"> ○ registered in the Indigenous Business Directory ○ registered on a modern treaty beneficiary business list.

In 2024-25, Polar Knowledge Canada awarded 36.86% of its contracts to Indigenous suppliers, which was an increase from last fiscal year. This reflects progress toward supporting Indigenous economic and increasing opportunities for suppliers. This increase is mainly due to the awarding of several significant contracts to local, Indigenous suppliers.

This achievement not only strengthens economic opportunities for Northern communities but also reinforces the agency’s commitment to inclusive procurement practices, contributing to sustainable local development in the North. It also helps build long-term partnerships with Indigenous suppliers, enhancing the agency’s capacity to deliver programs and services that reflect local priorities and knowledge.

Spending and human resources

In this section

- [Spending](#)
- [Funding](#)
- [Financial statement highlights](#)
- [Human resources](#)

Spending

This section presents an overview of the department's actual and planned expenditures from 2022–23 to 2027–28.

Refocusing Government Spending

While not officially part of this spending reduction exercise, to respect the spirit of this exercise, Polar Knowledge Canada undertook the following measures in 2024-25.

- Governance meetings were enhanced to ensure additional oversight in the targeted areas identified through this exercise (professional services and travel), providing the agency the opportunity to refocus spending in other areas, if required.

Budgetary performance summary

Table 8: Actual three-year spending on core responsibilities and internal services (dollars)

Table 8 shows the money that Polar Knowledge Canada spent in each of the past three years on its core responsibilities and on internal services.

Core responsibilities and internal services	2024–25 Main Estimates	2024–25 total authorities available for use	Actual spending over three years (authorities used)
Polar Science and Knowledge	24,929,010	30,267,730	<ul style="list-style-type: none"> • 2022–23: 15,615,192 • 2023–24: 25,903,022

Core responsibilities and internal services	2024–25 Main Estimates	2024–25 total authorities available for use	Actual spending over three years (authorities used)
			<ul style="list-style-type: none"> • 2024–25: 26,633,137
Internal services	10,481,143	11,283,512	<ul style="list-style-type: none"> • 2022–23: 18,519,728 • 2023–24: 11,528,676 • 2024–25: 9,834,174
Total	35,410,153	41,551,242	<ul style="list-style-type: none"> • 2022–23: 34,134,920 • 2023–24: 37,431,698 • 2024–25: 36,467,311

Analysis of the past three years of spending

The variance between the 2024-25 Main Estimates and the total available authorities available for use is due to the one-time, in-year funding which includes most notably the program integrity funding announced in Budget 2024 and received in 2024-25. Year-over-year variances in actual spending are primarily attributable to changes to the total authorities available for use.

The [Finances section of the Infographic for Polar Knowledge Canada on GC Infobase](#) offers more financial information from previous years.

Table 9: Planned three-year spending on core responsibilities and internal services (dollars)

Table 9 shows Polar Knowledge Canada’s planned spending for each of the next three years on its core responsibilities and on internal services.

Core responsibilities and internal services	2025–26 planned spending	2026–27 planned spending	2027–28 planned spending
Polar Science and Knowledge	26,536,191	26,971,628	26,611,132
Internal services	8,497,168	9,376,025	9,295,022
Total	35,033,359	36,347,653	35,906,154

Analysis of the next three years of spending

There are no significant variances in planned spending from 2025–26 to 2027–28.

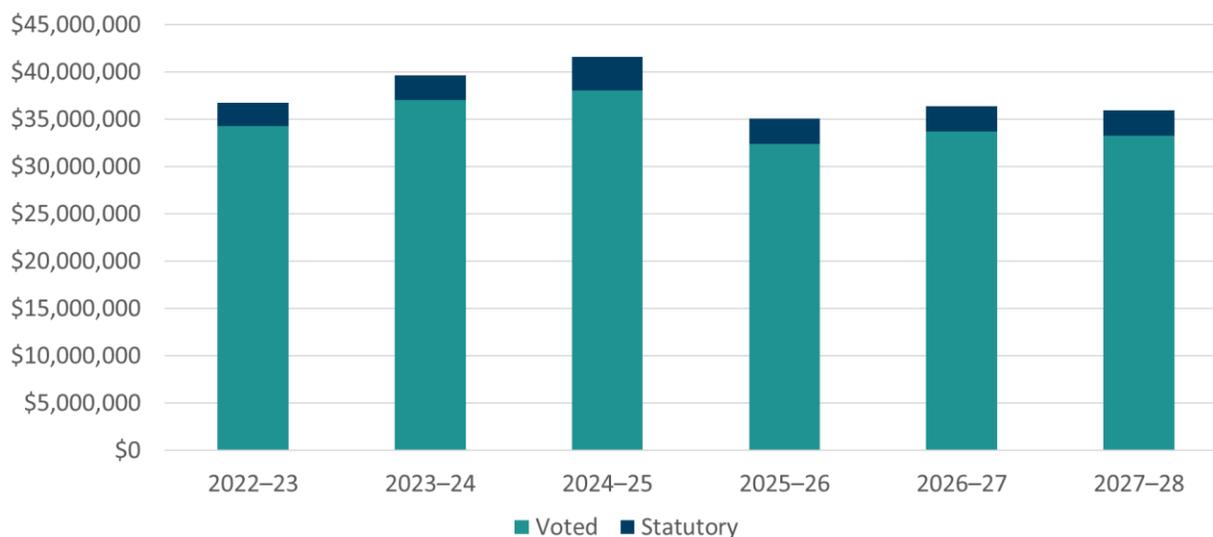
The [Finances section of the Infographic for Polar Knowledge Canada on GC Infobase](#) offers more detailed financial information related to future years.

Funding

This section provides an overview of the department's voted and statutory funding for its core responsibilities and for internal services. Consult the [Government of Canada budgets and expenditures](#) for further information on funding authorities.

Graph 1: Approved funding (statutory and voted) over a six-year period

Graph 1 summarizes the department's approved voted and statutory funding from 2022-23 to 2027-28.



Text version of graph 1

Graph 1 includes the following information in a bar graph:

Fiscal year	Statutory	Voted	Total
2022-23	\$2,479,391	\$34,265,682	\$36,745,073
2023-24	\$2,582,650	\$37,053,275	\$39,635,925
2024-25	\$3,496,657	\$38,054,585	\$41,551,242
2025-26	\$2,663,559	\$32,369,800	\$35,033,359
2026-27	\$2,687,735	\$33,659,918	\$36,347,653
2027-28	\$2,687,735	\$33,218,419	\$35,906,154

Analysis of statutory and voted funding over a six-year period

The increase in overall funding between 2022-23 and 2024-25 is primarily due to one-time, in-year funding, including: reprofiles from previous years, budget carry forwards (including voted and statutory), and program integrity funding received in 2024-25 through Budget 2024. Funding levels are expected to revert to the agency's baseline levels in 2025-26 and beyond. There are no significant variances in planned spending in fiscal year 2025-26 to 2027-28.

Consult the [Public Accounts of Canada](#) for further information on Polar Knowledge Canada’s departmental voted and statutory expenditures.

Financial statement highlights

Polar Knowledge Canada’s [Financial Statements](#) (Unaudited) for the Year Ended March 31, 2025.

Table 10: Condensed Statement of Operations (unaudited) for the year ended March 31, 2025 (dollars)

Table 10 summarizes the expenses and revenues for 2024-25 which net to the cost of operations before government funding and transfers.

Financial information	2024–25 actual results	2024–25 planned results	Difference (actual results minus planned)
Total expenses	44,455,290	41,757,766	2,697,524
Total revenues	434,218	372,986	61,232
Net cost of operations before government funding and transfers	44,021,072	41,384,780	2,636,292

Analysis of expenses and revenues for 2024-25

The increase in total expenses in 2024-25 is primarily due to one-time, program integrity funding announced in Budget 2024 and received in 2024-25.

The 2024–25 planned results information is provided in Polar Knowledge Canada’s [Future-Oriented Statement of Operations and Notes 2024–25](#).

Table 11: Condensed Statement of Operations (unaudited) for 2023–24 and 2024–25 (dollars)

Table 11 summarizes actual expenses and revenues and shows the net cost of operations before government funding and transfers.

Financial information	2024–25 actual results	2023–24 actual results	Difference (2024-25 minus 2023-24)
Total expenses	44,455,290	44,110,067	345,223
Total revenues	434,218	385,442	48,776
Net cost of operations before government funding and transfers	44,021,072	43,724,625	296,447

Analysis of differences in expenses and revenues between 2023-24 and 2024-25

There are no significant variances in actual results from 2023–24 to 2024–25.

Table 12 Condensed Statement of Financial Position (unaudited) as at March 31, 2025 (dollars)

Table 12 provides a brief snapshot of the amounts the department owes or must spend (liabilities) and its available resources (assets), which helps to indicate its ability to carry out programs and services.

Financial information	Actual fiscal year (2024–25)	Previous fiscal year (2023–24)	Difference (2024–25 minus 2023–24)
Total net liabilities	7,774,607	7,054,245	720,362
Total net financial assets	7,315,414	6,606,544	708,870
Departmental net debt	459,193	447,701	11,492
Total non-financial assets	139,874,157	147,437,691	(7,563,534)
Departmental net financial position	139,414,964	146,989,990	(7,575,026)

Analysis of department’s liabilities and assets since last fiscal year

The decrease in total non-financial assets in 2024-25 is primarily due to amortization of the Canadian High Arctic Research Station building.

Human Resources

This section presents an overview of the department’s actual and planned human resources from 2022–23 to 2027–28.

Table 13: Actual human resources for core responsibilities and internal services

Table 13 shows a summary in full-time equivalents of human resources for Polar Knowledge Canada’s core responsibilities and for its internal services for the previous three fiscal years.

Core responsibilities and internal services	2022–23 actual full-time equivalents	2023–24 actual full-time equivalents	2024–25 actual full-time equivalents
Polar Science and Knowledge	40	48	50
Internal services	50	55	44
Total	90	103	94

Analysis of human resources for the last three years

Polar Knowledge Canada’s increase in full-time equivalents from 2022-23 to 2023-24 reflects the ongoing need for capacity to support program delivery and the management of the Canadian High Arctic Research Station. The slight reduction from 2023-24 to 2024-25 is primarily the result of recruitment and retention challenges in a competitive Northern labour market.

Table 14: Human resources planning summary for core responsibilities and internal services
 Table 14 shows the planned full-time equivalents for each of Polar Knowledge Canada’s core responsibilities and for its internal services for the next three years. Human resources for the current fiscal year are forecast based on year to date.

Core responsibilities and internal services	2025–26 planned full-time equivalents	2026–27 planned full-time equivalents	2027–28 planned full-time equivalents
Polar Science and Knowledge	58	58	58
Internal services	49	49	49
Total	107	107	107

Analysis of human resources for the next three years

Polar Knowledge Canada expects its workforce to remain stable while ensuring the effective delivery of all operations and programs.

Supplementary information tables

The following supplementary information tables are available on Polar Knowledge Canada’s website:

- [Details on transfer payment programs](#)
- [Gender-based Analysis Plus](#)
- [Response to Parliamentary committees and external audits](#)

Federal tax expenditures

The tax system can be used to achieve public policy objectives through the application of special measures such as low tax rates, exemptions, deductions, deferrals and credits. The Department of Finance Canada publishes cost estimates and projections for these measures each year in the [Report on Federal Tax Expenditures](#). This report also provides detailed background information on tax expenditures, including descriptions, objectives, historical information and references to related federal spending programs as well as evaluations and GBA Plus of tax expenditures.

Corporate information

Departmental profile

Appropriate minister(s): The Honourable Rebecca Chartrand

Institutional head: Suzanne (Sue) Kerr, Acting President and Chief Executive Officer

Ministerial portfolio: Northern and Arctic Affairs

Enabling instrument(s): [Canadian High Arctic Research Station Act](#)

Year of incorporation / commencement: 2015

Other: Polar Knowledge Canada is overseen by a nine-member Board of Directors, including a Chairperson and Vice-Chairperson. The Board approves the agency's Science and Technology Plan and annual work plan and budget. The Board is accountable to the Minister of Northern and Arctic Affairs and Minister responsible for the Canadian Northern Economic Development Agency. All members are

appointed by Order-in-Council to hold office for terms not exceeding five years and are eligible for re-appointment for a second term of office. Members of the Board of Directors hold office on a part-time basis.

Departmental contact information

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170 Laurier Avenue West, Suite 200
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Polar Knowledge Canada
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Whitehorse, YT, Y1A 2B5

Email: communications@polar-polaire.gc.ca

Website: <https://www.canada.ca/en/polar-knowledge.html>

Definitions

appropriation (crédit)

Any authority of Parliament to pay money out of the Consolidated Revenue Fund.

budgetary expenditures (dépenses budgétaires)

Operating and capital expenditures; transfer payments to other levels of government, departments or individuals; and payments to Crown corporations.

core responsibility (responsabilité essentielle)

An enduring function or role of a department. The departmental results listed for a core responsibility reflect the outcomes that the department seeks to influence or achieve.

Departmental Plan (plan ministériel)

A report that outlines the anticipated activities and expected performance of an appropriated department over a 3-year period. Departmental Plans are usually tabled in Parliament in spring.

departmental priority (priorité)

A plan, project or activity that a department focuses and reports on during a specific planning period. Priorities represent the most important things to be done or those to be addressed first to help achieve the desired departmental results.

departmental result (résultat ministériel)

A high-level outcome related to the core responsibilities of a department.

departmental result indicator (indicateur de résultat ministériel)

A quantitative or qualitative measure that assesses progress toward a departmental result.

departmental results framework (cadre ministériel des résultats)

A framework that connects the department's core responsibilities to its departmental results and departmental result indicators.

Departmental Results Report (rapport sur les résultats ministériels)

A report outlining a department's accomplishments against the plans, priorities and expected results set out in the corresponding Departmental Plan.

Full-time equivalent (équivalent temps plein)

Measures the person years in a departmental budget. An employee's scheduled hours per week divided by the employer's hours for a full-time workweek calculates a full-time equivalent. For example, an employee who works 20 hours in a 40-hour standard workweek represents a 0.5 full-time equivalent.

Gender-based Analysis Plus (GBA Plus) (analyse comparative entre les sexes plus [ACS Plus])

An analytical tool that helps to understand the ways diverse individuals experience policies, programs and other initiatives. Applying GBA Plus to policies, programs and other initiatives helps to identify the

different needs of the people affected, the ways to be more responsive and inclusive, and the methods to anticipate and mitigate potential barriers to accessing or benefitting from the initiative. GBA Plus goes beyond biological (sex) and socio-cultural (gender) differences to consider other factors, such as age, disability, education, ethnicity, economic status, geography (including rurality), language, race, religion, and sexual orientation.

government priorities (priorités pangouvernementales)

For the purpose of the 2024–25 Departmental Results Report, government priorities are the high-level themes outlining the government’s agenda as announced in the [2021 Speech from the Throne](#).

horizontal initiative (initiative horizontale)

A program, project or other initiative where two or more federal departments receive funding to work collaboratively on a shared outcome usually linked to a government priority, and where the ministers involved agree to designate it as horizontal. Specific reporting requirements apply, including that the lead department must report on combined expenditures and results.

Indigenous business (entreprise autochtones)

For the purposes of a Departmental Result Report, this includes any entity that meets the Indigenous Services Canada’s criteria of being owned and operated by Elders, band and tribal councils, registered in the [Indigenous Business Directory](#) or registered on a modern treaty beneficiary business list.

nonbudgetary expenditures (dépenses non budgétaires)

Net outlays and receipts related to loans, investments and advances, which change the composition of the financial assets of the Government of Canada.

performance (rendement)

What a department did with its resources to achieve its results, how well those results compare to what the department intended to achieve, and how well lessons learned have been identified.

performance indicator (indicateur de rendement)

A qualitative or quantitative measure that assesses progress toward a departmental-level or program-level result, or the expected outputs or outcomes of a program, policy or initiative.

plan (plan)

The articulation of strategic choices, which provides information on how a department intends to achieve its priorities and associated results. Generally, a plan will explain the logic behind the strategies chosen and tend to focus on actions that lead to the expected result.

planned spending (dépenses prévues)

For Departmental Plans and Departmental Results Reports, planned spending refers to the amounts presented in Main Estimates. Departments must determine their planned spending and be able to defend the financial numbers presented in their Departmental Plans and Departmental Results Reports.

program (programme)

An Individual, group, or combination of services and activities managed together within a department and focused on a specific set of outputs, outcomes or service levels.

program inventory (répertoire des programmes)

A listing that identifies all the department's programs and the resources that contribute to delivering on the department's core responsibilities and achieving its results.

result (résultat)

An outcome or output related to the activities of a department, policy, program or initiative.

statutory expenditures (dépenses législatives)

Spending approved through legislation passed in Parliament, other than appropriation acts. The legislation sets out the purpose and the terms and conditions of the expenditures.

target (cible)

A quantitative or qualitative, measurable goal that a department, program or initiative plans to achieve within a specified time period.

voted expenditures (dépenses votées)

Spending approved annually through an appropriation act passed in Parliament. The vote also outlines the conditions that govern the spending.