

How Can You Demonstrate Leadership Every Day?

... Continued from Page 8



▲ Ministry employees at the inaugural Leader in You workshop, in April 2016.

The Leader in You is two days of leadership-focused learning and development opportunities and is open to all ministry employees. The workshop provides information and tools to everyone at all levels who wants to learn more about leadership, themselves and developing their skills. Via various forms of participation, attendees explore leadership through large group discussion, small group discussion and self-reflection. Their individual and collective participation makes the workshop what it is.

In April 2016, 30 of you joined us to pilot our very own "made in our ministry" Leader in You workshop. It has evolved to what it is today because of participants' commitment to developing themselves as leaders. More workshops are scheduled for 2017, so if you are interested in enhancing and applying your leadership skills daily, obtain approval from your supervisor and submit an application.

You can learn more about the workshop on the [Leader in You page](#). ♦

Nicola River Restoration Improves Habitat, Reduces Erosion

Submitted by Brent Persello, Provincial Manager, Environmental Service Delivery



▲ Before: A high cutbank (right) was contributing sediment to the Nicola River.

In 2014, the ministry began work with the Steelhead Society of BC, Department of Fisheries and Oceans Canada, and the Nicola Ranch near Merritt, on a very successful streambank restoration project on the Nicola River.

A high cutbank of glacial till deposit adjacent to the Nicola River was naturally eroding, and was contributing a significant amount of fine sediment into the river. For many decades, this had severely impacted several kilometres of the waterway downstream. The Nicola River provides critical habitat for many species of fish including steelhead and rainbow trout, and chinook and coho salmon.

The fine sediments would collapse into the river and eventually smother all spaces amongst the existing river substrate (gravels and cobbles). This was occurring to such an extent and with such regularity, that it affected the substrate and water quality for several kilometres downstream. The gravel had become so impacted with fine sediments, that it was no longer viable for either the production of aquatic insects or the survival of spawned fish eggs.

In order to combat the problem, a series of robust rock and wood structures that mimic natural

Before: A sediment-covered substrate (gravels and cobbles) was inhospitable for the propagation of fish and aquatic insects.



habitat features and complexity found elsewhere in the Nicola River, were installed between the river and cutbank. Extensive vegetation planting and seeding was also done in the area.

In fall 2016, the site was evaluated after experiencing its third consecutive freshet cycle.



▲ After: Rock and wood structures were installed, and vegetation planted, to reduce the cutbank's erosion and the flow of sediment into the river.

▶ After: The clear river bottom offers gravel and rock that's ideal for fish spawning.

All structures installed were found to be stable, and seeded and planted areas were progressing well. The reduction in sediment travel from this exposed cutbank has led to a vast improvement in the condition of gravels and river substrate downstream, and an increase in aquatic insect and spawning activity along this stretch of river. The newly constructed features along the edge of the river also have helped deepen the channel, to provide important pool habitat for fish.

In addition to the environmental benefits for fish in the Nicola River, the project has helped preserve valuable agricultural land, located above the cutbank, from further erosion.

The work used funds from our ministry's Environmental Enhancement Fund Program. When we removed the old Spences Bridge over the Thompson River, we were working in an area that supports critical steelhead habitat. The Nicola River project further benefitted steelhead and demonstrated the ministry's ongoing commitment to environmental stewardship. ♦

