



Parks
Canada

Parcs
Canada

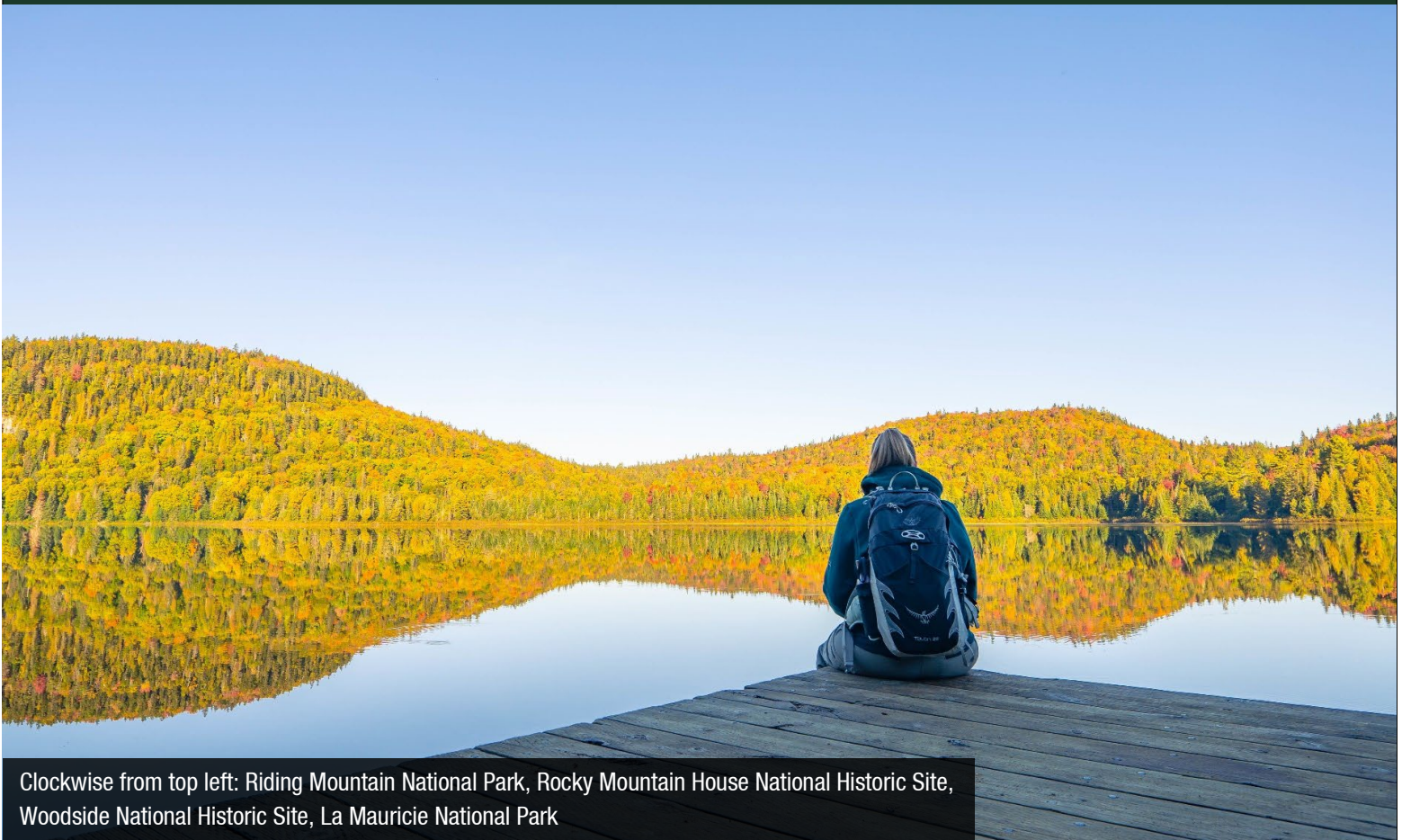
Canada



Parks Canada

Ministerial Transition Binder

May 2025



Clockwise from top left: Riding Mountain National Park, Rocky Mountain House National Historic Site,
Woodside National Historic Site, La Mauricie National Park

Table of contents

Introduction to Parks Canada	2
Responsibilities of the Minister	4
Responsibilities of the President & Chief Executive Officer	5
Mandate and Legislative Framework	6
Organizational Structure	12
Parks Canada Organizational Chart	12
Human Resources Overview	22
Financial Overview	24
Parks Canada's Directorates	29
Operations	29
Programs	30
Internal Services	34
Parks Canada's Core Functions: Protect, Present and Connect.	36
Connecting Visitors to Canadian Culture and Identity	36
Environmental Conservation	38
Cultural Heritage Conservation	40
Collaborating with Indigenous Peoples	42
Emergency Management	45
Asset and Infrastructure Management	48
ANNEX A: Provincial and Territorial Snapshots	52
ANNEX B: Key Stakeholders and Partners	79
ANNEX C: Media and Digital Channels	80
ANNEX D: National Urban Parks	81

Introduction to Parks Canada

Canada is celebrated for its stunning landscapes, rich cultural diversity, and significant historical achievements. Parks Canada administers one of the finest and most extensive systems of protected natural and historic places in the world, which is a source of shared pride for all Canadians. Parks Canada's commitment to Canadians is to protect and present nationally significant examples of Canada's natural and cultural heritage. This mandate is delivered by dedicated employees across the country.

Beginning as a cluster of parks in the Rocky Mountains, Parks Canada gradually became a national system, supporting tourism and economic growth while upholding conservation. Parks Canada is currently responsible for managing 171 national historic sites, 9 heritage canals, 48 national parks, 5 national marine conservation areas, and one national urban park. The number of protected areas is expected to grow with the additional establishment of a new urban park in Windsor, Ontario, in 2025, and a new national marine conservation area reserve in Central Coast, British Columbia, to follow.

The lands, waters, and ice that Parks Canada administers have long been stewarded by Indigenous Peoples since time immemorial. Parks Canada works closely with over 300 Indigenous communities across the country, with a focus on honouring and supporting Indigenous stewardship over traditional territories and treaty lands.

Parks Canada protects and presents approximately 450,000 square kilometres of land, making it the largest holder of federal lands, and the third-largest federal asset manager in the Government of Canada. Parks Canada is also committed to connecting Canadians by playing a vital role in the local economies of the 600 communities adjacent to its protected places positively impacting the Canadian economy by welcoming approximately 24 million visitors annually from over 100 countries and representing Canada's cultural identity.

From coast to coast to coast, national historic sites, national parks, and national marine conservation areas are a source of shared pride for Canadians. Parks Canada's vision is that Canada's treasured natural and historic places are a living legacy, connecting hearts and minds to a stronger, deeper understanding of the very essence of Canada.

The following Ministerial Transition Briefing Binder will introduce you to Parks Canada's mandate and charter, the responsibilities of the minister, the legislative framework, the organizational structure, a financial overview, and key highlights of the extraordinary work happening across the country.



Thaidene Nene National Park Reserve

Responsibilities of the Minister

As Minister, you are responsible for exercising the powers, duties, and functions under the *Parks Canada Agency Act*.

As Minister, you have exclusive authority for making heritage designations, establishing protected areas, and recommending Governor in Council appointments. Many of your other powers, duties, and functions may be exercised by an appropriate Parks Canada official.

As Minister, you are accountable to Parliament through the Departmental Plan, Departmental Results Report and other reports required by policy and legislation.

The *Parks Canada Agency Act* requires significant accountability to Parliament:

- State of Canada's Natural and Cultural Places Report to be tabled by the Minister at least every five years.
- Management Plans for all heritage places to be reviewed every ten years with amendments tabled in Parliament.

This Act requires you to convene a Minister's Round Table on Parks Canada every two years:

- Meeting with stakeholders and the public with 180 days to reply to recommendations.
- The most recent Minister's Round Table on Parks Canada engagement sessions were held in February 2025.
- The Minister's response to the 2025 engagement is scheduled to be released by August 2025, to meet the legislated deadline of 180 days following roundtable engagement.

Responsibilities of the President & Chief Executive Officer

“The Chief Executive, under the direction of the Minister, has the control and management of the Agency and all matters connected with it.” (Section 12(1) of the *Parks Canada Agency Act*).

The President & Chief Executive Officer has the rank and all the powers of a departmental deputy head in addition to the following powers under the Act:

- Designation of park wardens to enforce and administer acts and regulations related to the Agency.
- Establishment of a charter for the Agency that sets out its values and governing principles.

As Parks Canada is an agency, the Chief Executive Officer has considerable flexibility in exercising human resource management authorities; however, the operating context is often driven by government-wide commitments and priorities set out by the Clerk of the Privy Council or central agencies.

The Act provides the Chief Executive Officer with exclusive authority for employees and human resource management:

- Appoint, lay off, or terminate the employment of the employees of the Agency.
- Establish standards, procedures, and processes governing staffing, including the appointment, lay-off or termination of employment otherwise than for cause, of employees.
- Determine the organization of and classify the positions in the Agency.
- Set the terms and conditions of employment, including termination of employment for cause, for employees and assign duties to them.
- Provide for any other matters that the Chief Executive Officer considers necessary for effective human resources management in the Agency.

Mandate and Legislative Framework

Parks Canada's mandate is to protect and present nationally significant examples of Canada's natural and cultural heritage and foster public understanding, appreciation and enjoyment in ways that ensure their ecological and commemorative integrity for present and future generations.

As Minister, you are responsible for exercising the powers, duties, and functions under the *Parks Canada Agency Act*. You oversee the legislative framework for managing Canada's protected areas, which is composed of several acts and regulations.

Parks Canada Agency Act, 1998

The Act establishes Parks Canada as a separate agency reporting to the minister responsible for Parks Canada and provides a broad mandate to the Agency to ensure Canada's national parks, national historic sites, national marine conservation areas and other heritage areas are protected and presented for present and future generations. The Act imposes oversight and reporting requirements on the Minister and grants authorities to the Agency on human resources and financial matters and broad powers for contracting and the acquisition and disposition of property.



Gwaii Haanas, National Park Reserve and Haida Heritage Site

Canada National Parks Act, 2000

The Act provides that the Minister is responsible for the administration, management, and control of national parks and makes the maintenance or restoration of ecological integrity the first priority when considering park management. Park management plans must be tabled in Parliament within five years of establishment and be reviewed every 10 years. Regulation-making authority is provided for a range of park management issues. There are currently 27 regulations under the Act.

Canada National Marine Conservation Areas Act, 2002

This Act establishes national marine conservation areas to protect and conserve representative marine areas sustainably for present and future generations. Under the Act, the Minister is responsible for the administration, management, and control of national marine conservation areas on matters not assigned to any other Minister of the Crown and for the administration of public lands within them. Management plans must be tabled in Parliament within five years of establishment and reviewed every ten years. A management advisory committee must be established to advise on these plans, and certain aspects are subject to the agreement of the Minister of Fisheries and Oceans and the Minister of Transport.

Historic Sites and Monuments Act, 1985

This Act formally establishes the Historic Sites and Monuments Board of Canada (HSMBC) and provides for the commemoration of national historic sites, persons, and events. The mandate of the HSMBC is to advise the Government of Canada, through the minister responsible for Parks Canada, on the commemoration of nationally significant aspects of Canada's history. Following an evaluation and recommendation by the Board, the Minister may declare a site, event, or person to be of national historic significance and may recommend commemoration in the form of a plaque or another suitable manner. Members of the HSMBC are appointed by the Governor in Council on the recommendation of the Minister.

Saguenay–St. Lawrence Marine Park Act, 1997

This Act establishes the Saguenay–St. Lawrence Marine Park in accordance with an agreement with the Government of Quebec and provides for the park's protection while encouraging its use for educational, recreational, and scientific purposes. The federal and provincial ministers are responsible for the administration, management, and control of the marine park and are required to table a management plan in the federal Parliament and Quebec legislature to be reviewed every seven years. A coordinating committee makes recommendations to the Minister and the Quebec minister on the implementation of the management plan. A separate committee ensures harmonization of federal and provincial activities and programs.



Saguenay–St. Lawrence Marine Park

Rouge National Urban Park Act, 2015

This Act establishes the Rouge National Urban Park, Canada's only legislated national urban park, as the newest category of protected areas under Parks Canada's responsibility. The Act provides for the park's protection and promotes ecological integrity, culture, and agriculture, while respecting the urban infrastructure required of Canada's largest metropolitan area. The Minister is responsible for the administration, management and control of the national urban park and the administration of public lands in the park. This park's management plan was tabled in Parliament in 2018, and it must be reviewed every 10 years.

Other Important Acts

Heritage Railway Stations Protection Act, 1985

This Act provides for the designation of heritage railway stations and requires Governor in Council approval of any alteration, demolition, or transfer of ownership of a designated heritage railway station. The Act requires that eligible stations be evaluated by the HSMBC, which advises the minister responsible for Parks Canada whether a building merits designation. The Act provides a process through which proposed changes to heritage railway stations must be reviewed and approved. Regulations govern how notice and application are to be made by an owner for the disposal, demolition, alteration, sale, assignment, or transfer of a heritage railway station.

Heritage Lighthouse Protection Act, 2008

This Act provides for the designation of heritage lighthouses owned by the federal government, protects the heritage value of designated lighthouses by preventing their unauthorized alteration or disposition and requires that lighthouses are maintained or altered in accordance with established conservation standards. The Minister may designate a federal lighthouse as a heritage lighthouse under the Act, while taking into account the advice of the HSMBC.

Laurier House Act, 1952

This Act provides Parks Canada with responsibility for the administration of the property and contents of Laurier House National Historic Site of Canada and the funds in the Mackenzie King Trust Account, in accordance with the will of the late Right Honourable William Lyon Mackenzie King.

National Cemetery of Canada Act, 2009

This Act gives honorary recognition to Beechwood Cemetery in Ottawa, Ontario, as the national cemetery of Canada.

Species at Risk Act, 2002

The Minister of the Environment has the lead responsibility for the administration of the Act, in cooperation with the Minister of Fisheries and Oceans and the Minister responsible for Parks Canada. Parks Canada is responsible for the protection of species at risk, their residences, and their critical habitat on Parks Canada lands and waters. This includes the development and implementation of recovery strategies and action plans and the implementation of legal protection of critical habitat.

Department of Transport Act, 1985

This Act provides the regulatory authorities for the Historic Canals Regulations and the Canal Regulations. These regulations govern the management, maintenance, use, and protection of the nine heritage canals administered by Parks Canada and provide the authorities to control various land- and water-based activities and navigation. The nine heritage canals are St. Peters Canal, in Nova Scotia; Saint-Ours, Chambly, Carillon, Sainte-Anne-de-Bellevue and Lachine canals in Quebec; and Rideau and Sault Ste. Marie canals and the Trent–Severn Waterway in Ontario. The *Parks Canada Agency Act* confirms that Parks Canada is responsible for the administration and enforcement of the Historic Canals Regulations.

Service Fees Act, 2017

The *Service Fees Act*, under the President of the Treasury Board, establishes requirements for all new fees fixed by a regulatory authority and for making changes to existing fees. It also establishes reporting requirements and service standards. Most of the fees established by Parks Canada are subject to the requirements of this statute.

The *Service Fees Act*, which replaces the 2004 *User Fees Act*, is intended to improve consistency in setting fees and strengthen cost recovery for fees, where appropriate. A key provision of the Act is the establishment of mandatory increases to service fees, using the Consumer Price Index as the default price adjustment mechanism. Implementation is being led by the

Treasury Board Secretariat and the Office of the Comptroller General of Canada.

Impact Assessment Act, 2019

Impact assessment is a key project planning tool that helps Parks Canada achieve its mandate. This Act requires that Parks Canada conduct impact assessments on projects on land managed by the Agency and provides the opportunity for Parks Canada to participate in assessments of projects located outside protected heritage places that may impact those places. The Act primarily applies in the provinces. Other legislation outlines the requirements for impact assessment in the territories. The *Impact Assessment Act*, which replaced the *Canadian Environmental Assessment Act, 2012*, provides more detailed direction for Parks Canada on carrying out impact assessments, including a new requirement to post notices of projects on the internet.

Contraventions Act, 1992

This Act is used to prosecute violations of minor federal laws through a ticketing system rather than a criminal charge. Regulatory offences created by Parks Canada statutes are designated as contraventions under this Act.

Environmental Violations and Monetary Penalties Act, 2010

The Act establishes a system of administrative monetary penalties for the enforcement of scheduled environmental acts, including the *Canada National Marine Conservation Areas Act*, the *Canada National Parks Act*, the *Rouge National Urban Park Act*, and the *Saguenay–St. Lawrence Marine Park Act*. Violations under the Act are addressed through a tribunal process where collected fines are credited to the Environmental Damages Fund.

Organizational Structure

Parks Canada is led by a President & Chief Executive Officer who, under the direction of the Minister, has the control and management of the organization and all matters related to it. He is supported by a senior management team.

Parks Canada Organizational Chart





Ron Hallman – President & Chief Executive Officer

Ron Hallman was appointed President & Chief Executive Officer of Parks Canada on August 28, 2019.

Prior to his current role, Ron served as President of the Canadian Environmental Assessment Agency from 2013 to 2019 and as Senior Assistant Deputy Minister of Regional Operations at Aboriginal Affairs and Northern Development Canada from 2011 to 2013.

Ron previously held several positions at Parks Canada, including Vice-President, Protected Area Establishment and Conservation from June 2009 to August 2011; Executive Director, Mountain Parks from March 2006 to June 2009; and Chief of Staff and Corporate Secretary from December 2003 to March 2006. He also served as Senior Advisor to the Deputy Minister of Canadian Heritage from October 2002 to December 2003.

Prior to joining the professional Public Service of Canada, Ron served as Senior Policy Advisor and then Chief of Staff to the Minister of Environment, Senior Special Assistant to the Minister of Canadian Heritage, and as Executive Assistant to the Honourable Senator Dan Hays (Calgary). He had previously worked in the health care sector as a Phlebotomist and Phlebotomy Instructor in the Department of Laboratory Medicine at Foothills Hospital in Calgary, Alberta.

Ron holds a bachelor's degree in economics and a master's degree in political science with a specialization in Canadian Environmental Policy, both from the University of Calgary. He is an Honorary Fellow of the Royal Canadian Geographical Society, a Fellow (International) of the Explorers Club, a member of the Board of Governors of the Banff Centre for Arts and Creativity, Executive Fellow of the University of Calgary School of Public Policy and Chair of the National Board of the Institute for Public Administration of Canada (IPAC).

Ron was born in New Westminster, British Columbia, and grew up in British Columbia and Alberta. He is married and has two daughters.



Andrew Campbell – Senior Vice-President, Operations

Andrew Campbell has been the Senior Vice-President of Operations at Parks Canada since December 16, 2019. Prior to this appointment, Andrew served as Senior Assistant Deputy Minister of Sport, Major Events, Commemorations and Portfolio Affairs at Canadian Heritage beginning in February 2018 . Previously, Andrew was Senior Executive Director of the Canada 150 Federal Secretariat at Canadian Heritage, a role he assumed in October 2014.

Andrew's career in the public service included a previous period at Parks Canada—from 1999 to 2014, where he served in roles that included Vice-President of External Relations and Visitor Experience, Chief Human Resources Officer and Chief Information Officer. Prior to joining Parks Canada, Andrew worked at Agriculture and Agri-Food Canada and the Canadian Food Inspection Agency in informatics and in human resources.

Andrew holds a Bachelor of Arts degree from McMaster University and a Master of Business Administration degree from Concordia University.

Andrew loves biking to work and is a frequent Canal skater and paddler.



Christine Loth-Bown – Vice-President, External Relations and Visitor Experience

Christine Loth-Bown joined Parks Canada in February 2020, as the Vice-President of the Indigenous Affairs and Cultural Heritage Directorate. In February 2023, she accepted the role of Vice-President of External Relations and Visitor Experience Directorate.

Christine has occupied executive roles at Fisheries and Oceans Canada, the Canadian Tourism Commission, the Canadian Environmental Assessment Agency and Parks Canada. She has held senior leadership roles related to the development of strategic policy initiatives, corporate planning frameworks, legislation development, and communications and stakeholder engagement.

Christine's distinguished career includes policy development and program implementation at the federal level, with over 29 years of experience. She brings significant executive experience and expertise in areas such as strategic planning, communications, stakeholder engagement, environmental protection and conservation, impact assessment, and cultural heritage protection and promotion.

Christine holds a Master of Arts in Canadian Studies from Carleton University with a specialization in Indigenous studies and a Bachelor of Arts (Honours) in Canadian Studies and Political Science from Glendon College, York University, Toronto. She enjoys getting out on the trails and the waterways with her husband and son.



Nadine Spence – Vice-President, Indigenous Stewardship and Cultural Heritage

Nadine Spence is an Ahousaht First Nation member, part of the larger Nuu-chah-nulth Tribe on the West Coast of Vancouver Island, British Columbia.

Since 2001, Nadine has worked for Parks Canada in a variety of capacities. In her current role as Vice-President of Indigenous Stewardship and Cultural Heritage, she is responsible for leading national policies and programs related to Parks Canada's relationship with Indigenous and Cultural heritage partners.

A career in Parks Canada has allowed Nadine to marry her vocation with her culture. Her passion lies in advancing conservation in ways that support the advancement of Indigenous knowledge systems and Indigenous leadership in the field of conservation and protected heritage areas management, as well as the indivisibility of nature and culture. As an Indigenous voice in the Public Service, she feels privileged to build bridges between cultures and people, assist in finding common interests and shared priorities, and advance relationships, policies, and operations that benefit from an increased depth of understanding.

Nadine holds a Master of Arts in Leadership from Royal Roads University, where her major research project focused on exploring the role of women in the governance of a tribal park protected areas model.



Darlene Upton – Vice-President, Protected Areas Establishment and Conservation

Darlene joined Parks Canada in 1996, holding a number of positions in three national parks and at executive levels in Parks Canada's National Office. She has a Bachelor of Science, an Honours Bachelor of Outdoor Recreation, and a Certificate of Tourism from Lakehead University and completed a Master of Science from the University of Toronto. Darlene is an alumna of Singularity University Executive Leadership program and a Salzburg Global Fellow. She is very interested in how technology will affect the human relationship with nature and its opportunity to accelerate conservation gains globally.

Darlene has significant experience working with Indigenous, federal, provincial, and municipal governments, and environmental non-governmental organizations in the establishment and management of protected areas. She has also worked with, and achieved, several notable successes with the hydro and tourism industries. In 2015, she received the Gord Blake Visionary Leader Award from the Boating Ontario Association. Darlene is also working internationally to support protected areas management in the role of Chair for the International Union for the Conservation of Nature Green List Panel.

Darlene puts a focus on building team and leadership and has been a guest on the Adam Grant—WorkLife Ted syndicated podcast about Compassionate Workplaces. Darlene is involved in her community running an art program at a women's supportive housing initiative, sitting as a board member for the Centre de service communautaire de Vanier, and is on the advisory board for Wavemakers, a work integrated learning program for youth.



David Millar – Vice-President, Real Property and Assets

David joined Parks Canada in September 2016 as the Executive Director, Atlantic, within the Operations Directorate after having worked for Fisheries and Oceans Canada for 12 years, holding various executive roles including Associate Director General of the Maritimes Region.

Following his role in the Operations Directorate at Parks Canada, he then led the Long-Term Asset Sustainability team within the Strategic Policy and Planning Directorate, tasked with delivering a long-term strategy for the management of Parks Canada's \$30.5 billion asset portfolio.

David was appointed to the role of Vice-President, Real Property and Assets on April 1, 2023, where he brings his significant executive experience in project and program management, real property management and operations.

David holds a bachelor's degree in international development from the Dalhousie University and a Master in Environment, Development and Policy from the University of Sussex in England. He is an avid surfer, cyclist, paddler, and backcountry skier.



Andrew Francis – Vice-President, Finance and Chief Financial Officer

Andrew began his career in 1999, in resource management at Natural Resources Canada, and subsequently rose through the ranks to become an executive in 2007. He then held executive positions in various organizations, such as the former Indian Affairs and Northern Development, Treasury Board of Canada Secretariat, and Canadian Heritage.

Andrew joined the Canada Border Services Agency in 2019 as Deputy Chief Financial Officer and Director General, Resource Management, and in July 2022, became the Associate Vice-President of Finance.

In November 2023, Andrew began his current role with Parks Canada as Vice-President, Finance and Chief Financial Officer with over 25 years of experience, primarily in financial functions covering the full scope of financial discipline within the federal public service.

Andrew holds a bachelor's in commerce (High Honours) with a concentration in Accounting and Finance, as well as a Master of Business Administration from Carleton University. He is also a Certified Professional Accountant, a Fellow of the Chartered Public Finance Accountants and a Certified Internal Auditor.



Rawan El-Komos – Vice-President, Human Resources and Employee Development

Rawan El-Komos joined Parks Canada in September 2024 as the Vice-President of Human Resources and Employee Development.

Rawan has a rich and diverse career as an executive. From 2022 to 2024, she was director general of Workforce Management at Employment and Social Development Canada and Chief Human Resources Officer at Public Prosecution Service of Canada. She has also worked with Corporate Services, where she directed national programs. As a member of the federal public service since 2001, Rawan has held a variety of human resources roles in departments such as National Defence, Transport Canada, and Defence Research and Development Canada.

Known and valued as an authentic leader with a solid track record in driving strategic transformation and building high-performance teams, Rawan holds a Bachelor of Commerce degree from St. Mary's University and a master's Certificate in Public Sector Leadership from Carleton University.

Rawan enjoys travelling, reading books of various genres, as well as spending time with family and friends.



Jewel Cunningham – Vice-President, Strategic Policy, Business and Digital Services

Jewel has over 25 years of experience with Parks Canada with more than 14 years of expertise as an executive in Operations.

Starting in 1997, she worked in the areas of marketing, communications, and stakeholder relations before moving into operations and management of National Historic Sites in Eastern Newfoundland.

Jewel previously held several executive positions in Parks Canada, acting as Field Unit Superintendent in Newfoundland East, the Field Unit Superintendent in Prince Edward Island beginning in 2008 and the Director of Ontario Waterways in 2012. In this role, Jewel led the project delivery of approximately \$1 billion of infrastructure investments in Ontario's historic canals in addition to running continued operations.

Starting in June 2019, Jewel was the Executive Director, Ontario and Waterways region and was appointed to the role of Vice-President, Strategic Policy, Business and Digital Services at Parks Canada in November 2021. In her current role, Jewel is responsible for Parks Canada-wide strategic planning, alignment, and governance.

Jewel holds a Bachelor of Commerce (Marketing and Finance) degree from the Memorial University of Newfoundland and enjoys getting back to the salty air and ocean spray of Newfoundland whenever she can to visit family and friends.

Human Resources Overview

Parks Canada is considered an employer of choice by Canadians and a significant contributor to local economies across the country, helping to generate billions of dollars annually.

Parks Canada's workforce is the driving strength behind its operational success, with a staff complement that grows to over 8,000 seasonal and full-time employees each spring and summer (high season) and shrinking to 4,500 during the fall and winter (low season).

The bulk of Parks Canada's staff work in national parks, historic sites and at various satellite offices. Our employees are spread across 222 points of service in an extraordinarily diverse range of locations, from remote Arctic communities to Canada's most urban settings.

Parks Canada also employs staff in more than 30 different occupational groups, with positions ranging from site managers, interpretive officers, scientists, engineers, historians, archaeologists, conservation architects and collection specialists, to general workers, skilled tradespeople, forest firefighters, law enforcement officers and corporate administrators, to name a few.



This set of skills present unique operating challenges for employee recruitment, retention, and development, as well as for occupational health and safety, terms and conditions of employment, and many more.

The *Parks Canada Agency Act* establishes Parks Canada as a separate employer, with the President & Chief Executive Officer having full delegated authority for human resources management. This status allows Parks Canada to exercise some flexibility with regard to its human resources policies and directives, ensuring they are adapted to its unique operating context, while also staying aligned with the Core Public Administration.

Parks Canada has one collective agreement with the Public Service Alliance of Canada, and 90 percent of all staff are unionized.

By the numbers, Parks Canada employs approximately:

- 3,000 active indeterminate staff in low season (November to April).
- 5,100 active indeterminate staff in high season (May to October).
- 1,250 students, making Parks Canada one of the largest federal employers of students.
- 1,000 term staff during the year, and up to 1,990 in high season.

Parks Canada employees are talented, dedicated, and passionate people who care deeply about the mandate. In the latest Public Service Employee Survey, 89 percent of respondents said that they are proud of the work they do, and 82 percent answered that they get a sense of satisfaction from their work. Parks Canada is proud of these strong engagement indicators, as it continues to adapt human resources strategies to ensure a full and capable workforce to carry out the mandate now and in the years to come.

Financial Overview

Parks Canada's permanent budget is approximately \$700 million, of which approximately 75 percent comes from appropriated funds voted by Parliament and 25 percent from revenues generated by Parks Canada. In addition, Parks Canada receives time-limited funding for initiatives such as investments in infrastructure and conservation. Parks Canada's total budget for 2025–2026 is estimated to be close to \$1.3 billion, which is almost twice the amount of its annual A-Base appropriations.

Nature Conservation

Since 2010, approximately \$935 million in new funding has been provided to Parks Canada for nature conservation initiatives. This includes \$221 million allocated to Parks Canada in Budget 2018 for the Nature Legacy initiative.

In Budget 2021, \$557.5 million was allocated to Parks Canada over five years (2021–2022 to 2025–2026) to expand the system of national parks and national marine conservation areas, increase access to nature through a new national urban parks program, increase connectivity through a new ecological corridors program, protect species, and advance Indigenous reconciliation.

Infrastructure Funding

Over the past fifteen years, Parks Canada has received funding from successive federal budgets for its infrastructure. A total of \$4.6 billion was provided to Parks Canada over the period of 2010–2024 to support the delivery of priority projects related to capital assets in national parks and national historic sites.

Budget 2024 announced funding of \$545.1 million for capital investments over a four-year period (2024–2025 through 2027–2028) in Canada's national historic sites, national parks, and national marine conservation areas. These time-limited funds will support urgent, time-sensitive work on real property, including high-priority projects, essential asset repairs and maintenance, improvements to staff housing, as well as planning for rationalization of select assets to support affordability.

These investments will target improvement in the condition of Parks Canada's assets in areas of highest risk across the country.



In doing so, Parks Canada leverages its exceptional contracting authorities of up to \$15 million for construction services and up to \$3.75 million for architectural and engineering services in the delivery of its program of work in infrastructure projects from coast to coast to coast. These infrastructure projects have also been instrumental in the Parks Canada's success in exceeding its Indigenous procurement performance objectives and providing meaningful business opportunities for Indigenous Peoples across the country. These authorities will be instrumental in ensuring Parks Canada's success in delivering on key infrastructure projects such as Jasper rebuild efforts.

Grants and Contributions

Parks Canada has two main transfer payment programs. The first is the National Cost-Sharing Program for Heritage Places, which supports the conservation and presentation of national historic sites, heritage lighthouses and heritage railway stations not administered by the federal government. In 2023–2024, \$1.7 million in contribution funds were disbursed under this program. Recipients tend to be not-for-profit organizations or other levels of government who must be owners or long-term lessees

and who must match funds, at a minimum, for any project on a 50:50 ratio with Parks Canada.

The other program is the General Class Grants and Contributions Program (GCGCP), which is a broad program that funds a wide range of third-party projects which have an objective of protecting, preserving, and/or presenting natural and cultural heritage, advancing Indigenous reconciliation, and other projects that contribute to our mandate. Most agreements are with Indigenous recipients and not-for-profit organizations.

The GCGCP is an unfunded program, meaning that Parks Canada's managers convert a portion of their existing goods and services budget to contribution or grant funding in order to establish agreements under the GCGCP authority, based on availability of funds and priorities of the business unit. Examples of recently funded projects include:

- A three-year flexible contribution with Pacheedaht First Nation to support Pacheedaht Guardians' West Coast Trail program and operations in Pacific Rim National Park Reserve and adjacent lands (hahuulthii) which includes trail maintenance, cultural interpretation, environmental and ecosystem monitoring and visitor safety which have been the pillars of the guardian program for many years.
- A two-year standard contribution with the Frontenac Arch Biosphere Network for the creation of a resilient network of protected areas in the Frontenac Arch region, an area identified as extremely important for animal migration at the continental scale.

The GCGCP allows for grants of up to \$300,000 and contributions of up to \$10 million per year (or \$20 million per year for land acquisition). The GCGCP has grown significantly over the past three years, following the approval of new authorities and their implementation in April 2022. The value of agreements signed during the 2023–2024 fiscal year was just over \$80 million, while disbursement for all active GCGCP agreements in 2023–2024 reached \$67 million.

Revenues

The *Parks Canada Agency Act* authorizes Parks Canada to retain and re-spend revenues. These revenues are reinvested in service delivery and help Parks Canada provide greater opportunities for visitors across the country. This is a significant source of funding representing 25 percent of the Parks Canada's permanent budget. The following three main sources account for approximately 90 percent of Parks Canada's revenues:

- Entry fees (approximately 50 percent).
- Camping fees (approximately 20 percent).
- Real property rent, business licenses, and concessions (approximately 20 percent).

Parks Canada generated more than \$200 million in revenues in the last three years (\$204.7 million in fiscal year 2022–2023, \$220.8 million for 2023–2024 and \$227.3 million for 2024-2025). The 2024-2025 amount may change since the fiscal year is not closed.



New Parks and Historic Sites Account

When Parks Canada receives initial and ongoing funding for the establishment, expansion, or designation of new sites, most of these resources are managed through the New Parks and Historic Sites (NPHS) Account. Managing the establishment funds through this Account ensures that the funding is reserved as the funds do not expire, and the funds remain available and accessible when needed during the establishment and implementation phase.

Given the complexity and nature of negotiations required to establish or expand protected areas, as well as the location of some of these places, the actual negotiation and follow-on implementation phases can take an average of 10 to 12 years to complete depending on the type of sites thereby requiring adjustments to the annual funding profile compared to the initial funding provided. The NPHS Account provides flexibility to deal with these adjustments, allows timely access to establishment funding and therefore supports Parks Canada in honouring commitments made during negotiations.

The NPHS Account balance as of March 31, 2025, amounted to \$216.1 million. This amount may change since the fiscal year is not closed.

Parks Canada's Directorates

The roles and responsibilities of Parks Canada are divided into three broad functions, including:

- Operations of Parks Canada-administered places
- Programs
- Internal Services

Operations

The Operations Directorate leads the day-to-day management and delivery of services and programs at more than 200 places under Parks Canada administration. As the largest component of the Parks Canada team, encompassing more than 80 percent of employees, the Operations Directorate is split into six regions, each led by an Executive Director: Atlantic; Quebec and Nunavut; Ontario and Waterways; Prairies and Northwest Territories; Alberta; and British Columbia and Yukon. Within those regions, 33 field units are responsible for operating and maintaining national parks, national marine conservation areas, national historic sites, waterways, townsites and over 3,300 kilometres of roadways.



Glacier National Park

Operations staff contribute directly to visitor experience, asset management, and natural and cultural resource conservation, they work with stakeholders and partners to protect, present, and manage these places from a landscape-scale conservation perspective, and they build and uphold the Crown-Indigenous relationship on a daily basis.

Programs

There are four directorates that manage the program areas of Parks Canada:

- External Relations and Visitor Experience
- Indigenous Stewardship and Cultural Heritage
- Protected Areas Establishment and Conservation
- Real Property and Assets Directorate

External Relations and Visitor Experience

The External Relations and Visitor Experience Directorate provides leadership and direction to Parks Canada as it invites Canadians to connect with and experience Canada's natural and cultural heritage.

The Directorate is the integration of functions that facilitate and support the public understanding, appreciation, and enjoyment of Parks Canada-administered places, and in doing so, helps to ensure conservation remains valued in Canadian society.

The Directorate is linked to all national and local business units in some manner, providing standardized quality service delivery and consistency throughout Parks Canada's more than 200 locations.

It undertakes national leadership in development, and, in some cases, the delivery of visitor services and visitor experiences; and it is the functional lead for brand, promotions, merchandise, sales, and working with the tourism industry, including indigenous tourism. As a result, the Directorate plays a prominent role in inspiring Canadians and visitors from around the world, shaping what is experienced and how, and managing some critical systems

and services that visitors use and intersect with (e.g., reservations, online pass sales, call centres).

It is also Parks Canada's lead for national communications, public outreach and engagement, and digital tools and strategies.

The Directorate is consequently involved in transforming material into consumable content (e.g., stories, announcements, commemorations) and managing many of the tools and platforms that serve as conduits for business units to reach and engage with Canadians (e.g., videos, website content, press release, social media).

The Directorate is also the lead for strategic partnering, and social science and business analytics functions.



Fort Anne National Historic Site

Indigenous Stewardship and Cultural Heritage

The Indigenous Stewardship and Cultural Heritage Directorate provides functional leadership, policy direction, heritage programming, and operational support to Parks Canada in the areas of Indigenous stewardship and relations, the identification and management of cultural heritage and the commemoration of nationally significant places, persons, and events. It advances the implementation of the United Nations Declaration on the Rights of Indigenous Peoples, including through negotiations with Indigenous governments and communities in relation to their stewardship rights and responsibilities. Through leading implementation of the Indigenous Stewardship Policy, the Directorate supports all Parks Canada directorates in respecting the rights and responsibilities of First Nations, Inuit, and Métis peoples in all places that Parks Canada has a role in administering.

The Directorate contributes to ensuring that Parks Canada delivers on its mandate to protect and present nationally significant examples of Canada's cultural and natural heritage in a way that respects and honours Indigenous rights, roles, and responsibilities.



Haida Gwaii Watchmen Program

Protected Areas Establishment and Conservation

The Protected Areas Establishment and Conservation Directorate provides functional leadership, policy direction, programming, and operational support related to the establishment and management of natural heritage places. It advances the establishment of new national parks, national urban parks, and national marine conservation areas through negotiation with municipalities, provinces, territories, and with Indigenous governments, and communities.

The Directorate is also responsible for the nationally integrated program of Wildfire Management within Parks Canada. In addition, the Directorate houses the park wardens, who are responsible for enforcing all legislation related to Parks Canada's mandate on all lands and waters it administers.

In establishing and managing natural heritage places, Parks Canada works with Indigenous governments and organizations in maintaining the integrity of the environment and the health of natural and cultural resources.

Real Property and Assets

The Real Property and Assets Directorate provides leadership, management, oversight, and service delivery in support of Parks Canada's Real Property and Asset program and portfolio, which is one of the largest and most complex in the federal system with approximately 18,500 built assets.

The Directorate is made up of three distinct branches that work together to provide national direction on policy, risk, performance, governance, planning, monitoring, and analysis, as well as professional and technical services, and subject matter expertise.

Internal Services

Three directorates make up the Internal Services of Parks Canada: the Chief Financial Officer Directorate, the Human Resources and Employee Wellness Directorate, and the Strategic Policy, Business and Digital Services Directorate.

Chief Financial Officer

The Chief Financial Officer Directorate provides strategic advice on Parks Canada's financial management in order to ensure sound stewardship of financial resources through a financial framework that considers legislative, policy, procedural, standards and directive requirements, and guidance and tools for the financial and contracting activities of Parks Canada. The Directorate plays an important role in providing objective advice and guidance on funding initiatives, resource allocation, financial reporting and disclosure requirements and deals with central agencies, such as the Department of Finance Canada and the Treasury Board of Canada Secretariat, on all financial matters. It also has a monitoring and reporting role, internally and to Parliament and to Canadians, and it provides a challenge function for business decisions.

Human Resources and Employee Wellness

Parks Canada's Human Resources and Employee Wellness Directorate is accountable for the delivery of human resources programs and services in one of the most challenging and dynamic workforce environments in the federal government. Parks Canada employees are spread across 222 points of service in an extraordinarily diverse range of locations across the country, from remote Arctic communities to Canada's most urban settings. The staff also holds positions in over 30 different occupational groups.

Given Parks Canada's status as a separate employer, the Directorate is responsible for providing leadership in all aspects of human resources management, from developing and implementing Parks Canada's Human Resources Policy Suite and related

instruments, to delivering all components of Human Resources strategy, such as strategic orientations, priorities, and planning, extending to program management and delivery in human resources management. Specifically, this means leading workforce management and labour relations, collective bargaining (including mandate development and all negotiations), talent management and development, organizational design structures, classification, and rates of pay, as well as the establishment of service standards. In sum, the Directorate's role is to ensure Parks Canada has the capable workforce it needs to deliver its mandate.

Strategic Policy, Business and Digital Services

The Strategic Policy, Business and Digital Services Directorate is responsible for Parks Canada-wide strategic planning, alignment, and governance. The Directorate provides direction and oversight for project and investment management, security and facilities management, information management, and technology, as well as the management of the integrated business planning process, performance measurement, and reporting cycle. The Directorate leads all legislative and Cabinet processes for Parks Canada and plays a key liaison role with central agencies on strategic issues and initiatives.



Tallurutiup Imanga National Marine Conservation Area

Parks Canada's Core Functions: Protect, Present and Connect

Parks Canada's mandate requires year-round operations across Canada. Parks Canada employees and resources are active in hundreds of communities and remote locations from coast to coast to coast. The workforce is dedicated to conserving places administered by Parks Canada and sharing these places with visitors. In addition, Parks Canada is responsible for a diverse range of built assets, programs, and activities, from the Trans-Canada Highway that runs through the Mountain Parks in Alberta and British Columbia, to avalanche response along mountain highways and fire response areas across the country. It has search-and-rescue capacity, dedicated wildlife management personnel, an armed enforcement branch, wildland fire personnel, and an active archaeology section.

The following section provides an overview of the Parks Canada's core functions.

Connecting Visitors to Canadian Culture and Identity

Visitation

As Canada's largest heritage tourism provider, Parks Canada manages some of the most iconic and popular tourism attractions in Canada, welcoming people from approximately 100 countries and every state in the United States, highlighting the importance of these spaces in Canadian cultural identity and economic prosperity.

Parks Canada-administered places make significant contributions to local economies across the country (Annex A). In 2023–2024, Parks Canada welcomed 23.7 million visitors, up 6 percent from the previous year, and these visitors spent \$4.5 billion in communities across the country, contributing an estimated \$4.0 billion to GDP and supporting approximately 40,000 tourism industry jobs.

Visitors consistently report high satisfaction with the quality of visitor services, facilities, and safety programs. Visitor services and programs include camping, trails, natural and cultural interpretation, the enjoyment of historic buildings and activities, and a variety of Indigenous cultural experiences, while enhancing accessibility for all Canadians and reducing barriers.



Bruce Peninsula National Park

Diversity, Inclusion, Equity and Accessibility

Parks Canada-administered places belong to all Canadians. As such, Parks Canada strives to be inclusive and welcoming with a collective aim to better understand and remove the systemic barriers that currently exist by working with partners, stakeholders, and communities to ensure all Canadians and visitors from around the world have the opportunity to enjoy national historic sites, national parks, and national marine conservation areas.

Collaborations

Parks Canada works with a wide range of stakeholders and partners to deliver the mandate. Collaborations are key for reaching and engaging with the people of Canada and for increasing awareness and external support for Parks Canada's mandate and work. Refer to the section on key stakeholders and partners for a list of organizations (Annex B).

Media and Digital Channels

Parks Canada delivers high-quality digital content to connect with Canadians and increase awareness and understanding of Parks Canada's work (Annex C). Parks Canada has a growing digital presence with more than 23 million website visits a year and over 1.3 million national social media followers. Video content continues to be a key engagement and storytelling tool, with over 200 new videos produced, representing the breadth of Parks Canada's mandate. In addition, Parks Canada distributes a newsletter five times per year to two million subscribers from around the world.

Environmental Conservation

Nature Conservation

Parks Canada works to maintain and improve the ecological integrity of national parks, the ecological sustainability of national marine conservation areas, and the protection and recovery of species at risk. Parks Canada applies an evidence-based, adaptive management approach that includes systematic ecosystem monitoring, planning, and implementation of conservation and restoration activities. The conditions and trends of ecosystems



Kouchibouguac National Park

within national parks are evaluated regularly which support funds being allocated to the highest priority issues.

Parks Canada's conservation actions are demonstrably limiting the decline of ecological integrity of national parks. Parks Canada continuously works to modernize conservation policies and practices to face changing environmental conditions, with an increasing emphasis on landscape-scale conservation, climate adaptation, invasive species, and Indigenous stewardship. It manages human-wildlife interactions to minimize conflict, ensures connectivity of habitat and improves human-wildlife coexistence across the landscape. The conservation work that Parks Canada does supports ecosystem services like clean water and air, and flood mitigation that is valued at approximately \$322 billion annually.

National Urban Parks

Building on over 110 years of history in the creation of national parks, national historic sites, and national marine conservation areas, Parks Canada launched a program in 2021 for the creation of a network of national urban parks. This program builds off the success of the first national urban park—the Rouge—that was established in Toronto, Ontario, in 2015. In collaboration with various partners, Parks Canada will create or expand urban parks that are readily accessible to people in Canada's urban centres



Rouge National Urban Park

and provide opportunities to connect to, and learn about, local nature and culture (Annex D).

Parks Canada expects to designate two national urban parks in 2025–2026 (Windsor, Ontario and Saskatoon, Saskatchewan). Other candidate sites include St. John's (Newfoundland and Labrador); Halifax (Nova Scotia); Winnipeg (Manitoba); Edmonton (Alberta); and Victoria (British Columbia). National urban parks will contribute to protecting biodiversity, supporting climate resilience, connecting people to nature, improving mental health and wellness, and increasing social inclusion. Parks Canada is working closely with Indigenous partners to ensure national urban parks also provide space for Indigenous stewardship, promote Indigenous voices and stories, and offer opportunities for connections to lands and waters based on Indigenous knowledge and values.

Marine Conservation

Parks Canada and its partners manage national marine conservation areas with an overarching goal: to protect and conserve representative marine ecosystems and key features within those ecosystems, while ensuring national marine conservation areas are used in an ecologically sustainable manner. Ecological sustainability is achieved in a national marine conservation area when marine biodiversity and ecosystem processes are protected, resilient and capable of supporting a range of ecologically sustainable uses.

Cultural Heritage Conservation

Commemoration and Cultural Heritage Conservation

Parks Canada plays an important role in the commemoration of nationally significant places, persons, and events and administers a number of heritage programs that contribute to the conservation and presentation of historic places. Parks Canada provides historical research in support of the Historic Sites and Monuments Board of Canada, a Governor in Council-appointed body established under the *Historic Sites and Monuments Act* to be

the minister's advisor on matters related to the commemoration of Canada's history. Parks Canada's work is guided by the Framework for History and Commemoration that is based on key principles and lays out strategic priorities and key history practices that together ensure that Canada's multifaceted history is appropriately shared at all Parks Canada's heritage places.

In addition, Parks Canada is responsible for ensuring the protection of the Outstanding Universal Value of Canada's World Heritage Sites and the commemorative integrity of the 171 national historic sites it has a role in administering. Parks Canada is responsible for archaeology work on lands and water it administers. Parks Canada also manages and curates a vast collection of artifacts and historic objects that are either displayed and interpreted through Parks Canada places for Canadians to enjoy, allowing them to connect with the country's history, or securely safeguarded for the appreciation of future generations. Cultural heritage research and conservation activities are conducted in accordance with recognized conservation principles and practices.

New Parks Canada Collections Facility in Gatineau

In 2025–2026, Parks Canada will inaugurate its new Collections facility in Gatineau, Quebec. Parks Canada manages a large collection of artifacts and historical objects that are kept, for the most part, in storage facilities located in four cities: Winnipeg, Ottawa, Quebec City, and Dartmouth. After years in the making, the new, purpose-built Parks Canada Collections facility will soon be ready to receive and host the first wave of these irreplaceable artifacts and historical objects.

National Cost-Sharing Program for Heritage Places

This modest program offers financial assistance to owners of and long-term leases for federally designated heritage places for their conservation and presentation. Eligible heritage places include those that have been formally recognized by the federal government such as national historic sites, heritage buildings, heritage railway stations, and heritage lighthouses. This program—the only one of its kind—is, year after year, oversubscribed.

Collaborating with Indigenous Peoples

Indigenous Stewardship

Parks Canada has embarked on a process of renewal, centred around aligning management and governance of heritage places with Indigenous ways of stewarding lands, water, and ice. This work is guided by the Indigenous Stewardship Circle, a diverse group of Indigenous leaders, who co-developed a unique and innovative new Indigenous Stewardship Policy with Parks Canada, which was approved by the Minister and adopted in ceremony, in October 2024.



The policy establishes a foundation for equitable, effective, and collaborative stewardship between Indigenous communities and Parks Canada. It strengthens Indigenous (re)connections with lands, waters, and ice within their traditional territories, treaty lands, and ancestral homelands. It will guide the co-development of shared priorities for each heritage place and each Parks Canada Directorate to ensure that the priorities and voices of Indigenous Peoples are supported in all aspects of our work.

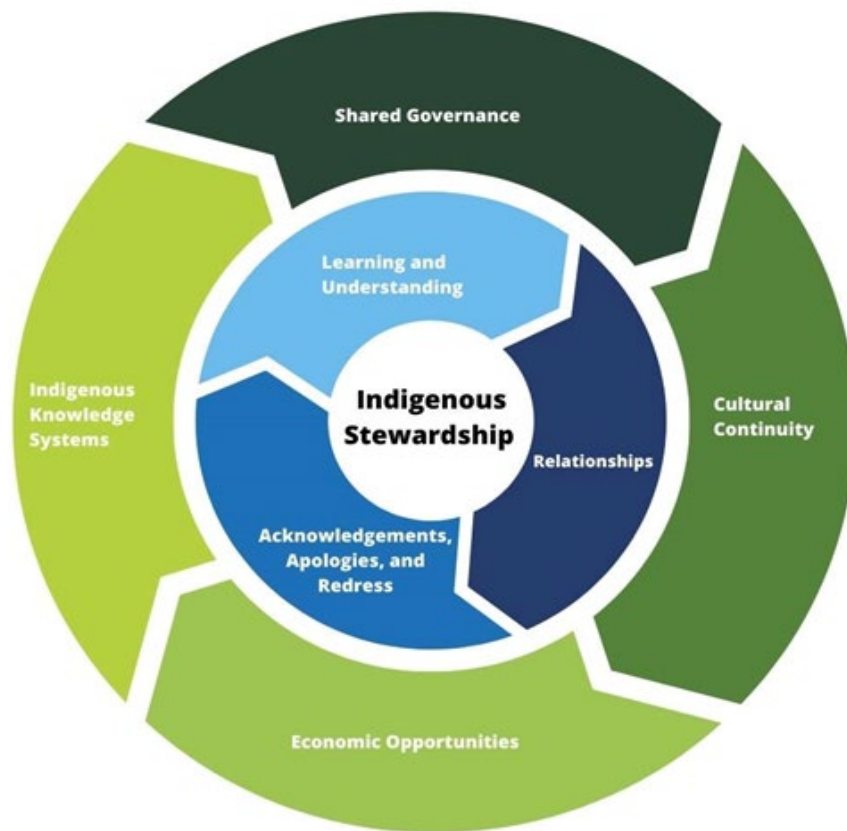


Illustration 1

This work is a practical mechanism to advance stewardship and Parks Canada's first step in implementing the Parks Canada-led directions in the *United Nations Declaration on the Rights of Indigenous Peoples Act*. This work is being done through a distinction-based approach that supports the unique rights, interests, and circumstances of the First Nations, Métis and Inuit. The new policy builds on the Indigenous Stewardship Framework, of interconnected elements that guide and support how the priorities of First Nations, Métis, and Inuit peoples, and Parks Canada's mandate, can be accomplished together to advance environmental, economic and community well-being (*Illustration 1 – Indigenous Stewardship Framework*).

Rights and Reconciliation Agreements

Parks Canada currently participates in approximately eighty negotiations with Indigenous nations, including Modern Treaties, Comprehensive Land Claims, Recognition of Indigenous Rights and Self-Determination discussions, Impact and Benefit Agreements, Operational Agreements, and other types of negotiations.

Rights Reconciliation Agreement negotiations were established to support a modern application of the Peace and Friendship Treaties of 1725 to 1779. Since receiving the negotiation mandate in 2017 to implement treaty rights in Parks Canada places, six of the eight potential agreements with Mi'gmaq, Wolastoqey, and Peskotomuhkati Nations have been signed. The seventh is expected to be finalized this fiscal year. These agreements are a model for collaborative governance, reinforcing Indigenous (re)connections to traditional lands and waters while integrating Two-Eyed Seeing—the balanced approach of Indigenous and Western knowledge systems.



Emergency Management

Emergency Management and Visitor Safety

Parks Canada sites span 450,000 square kilometres across land, water, and ice and include all the landscape types and environmental conditions that exist in Canada. Many of the sites are high-profile tourism destinations and welcome millions of visitors. Emergency management and visitor safety activities are an integral part of daily operations at Parks Canada-administered places.

Emergency events can affect individuals (e.g., individuals that are missing or at threat from wildlife, watercraft emergencies, visitors suddenly requiring medical attention at a national historic site) or large-scale land areas, communities, and facilities including evacuation of communities and facilities in national parks. Parks Canada has partnerships and agreements with federal, provincial, and municipal organizations to share resources, expertise, and staff in local emergency response activities.

The scope of Parks Canada's emergency management and visitor safety planning and management includes:

- Operating an emergency dispatch to respond effectively to emergencies.
- Conducting search and rescue operations for lost or hurt visitors.
- Responding to wildfire in national parks and protecting Parks Canada townsites and critical infrastructure, including the Trans-Canada Highway, national rail lines, municipal infrastructure, and potable water for communities.
- Managing flood and water in 20,000 square kilometres of watersheds by administering extensive canal systems in Ontario and Quebec, including Trent–Severn, Rideau and Lachine canal systems.
- Coordinating emergency prevention and mitigation preparedness, response and recovery in response to

hurricanes, snowstorms, flood, or debris flows, wildfires, labour disruptions, and spills.

Parks Canada mitigates safety risks by providing safety information to visitors including avalanche bulletins, water hazards, and surf conditions. Staff provides specialized trip planning advice for the backcountry environment and how to respond to encounters with wildlife.

The emergency management coordination program provides national coordination, mitigation, preparedness, response and recovery support for management units across the country. Additionally, this program coordinates response and recovery activities, integrating finance, human resources, fire program, law enforcement, assets, communications, and visitor experience functions in support of large-scale emergency events such as the 2024 Jasper wildfires.

Parks Canada team members are our greatest asset, and their health and safety are our top priority. Our employees perform a wide range of tasks, from office work to higher-risk activities such as operating heavy equipment, conducting search and rescue operations, providing avalanche control, and enforcing laws. Parks Canada is committed to safeguarding the physical and psychological well-being of employees and all individuals granted access to our workplaces.



Fire Management

Parks Canada is the only federal organization that manages and responds to wildfires on the ground, with a national cadre of 300 fully trained wildland fire management staff, including wildland firefighters and incident management teams.

Parks Canada prioritizes the safety of the public, first responders, and communities. All fire-prone parks have wildland fire management plans and risk reduction strategies.

Parks Canada reduces wildfire risk through vegetation management, including forest thinning and mechanical fuel removal. These projects create fuel breaks that protect infrastructure and communities located in or near national parks.

- Since 1983, Parks Canada has conducted risk reduction activities on 5,181 hectares through 425 projects.
- Since 2020, Parks Canada has conducted risk reduction activities on 1,116 hectares of vegetation.
- Since 2021, Parks Canada has spent over \$11 million in vegetation management projects.



Pukaskwa National Park

Parks Canada uses prescribed fire to protect communities and critical infrastructure, as well as to restore ecological integrity on the landscape.

- Since 1983, Parks Canada has conducted more than 480 prescribed fires, restoring and protecting over 141,800 hectares.

Parks Canada collaborates with provinces, territories, and international partners via the Canadian Interagency Forest Fire Centre (CIFFC) to share firefighters and equipment when needed.

- Since 2010, a total of 643 personnel from international, federal, and provincial agencies have been imported to assist Parks Canada's wildfire management efforts. The partner agencies include Alberta, British Columbia, Ontario, Quebec, and New Zealand.
- Since 2010, Parks Canada deployed a total of 283 team members to assist provincial and international partners, such as Australia and the United States, resulting in 599 total deployments.

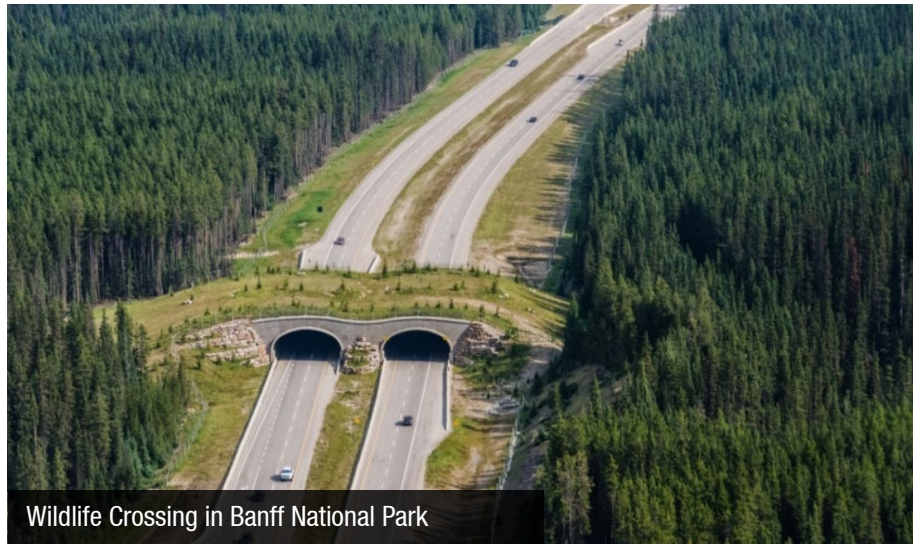
Parks Canada supports community-led research on Indigenous Fire Stewardship, including cultural burning practices to mitigate the impacts of wildfire to communities.

Asset and Infrastructure Management

Infrastructure, Critical Assets and Municipal-type Services

Parks Canada is responsible for public infrastructure essential to the health, safety, and economic well-being of Canadians. Parks Canada manages approximately 400 kilometres of the Trans-Canada and hundreds of kilometres of other highways, including avalanche mitigation, snow removal, inspections, repairs and replacement of highway surfaces, retaining walls, bridges, and culverts. Parks Canada has invested heavily in reducing wildlife mortality from motor vehicle collisions by fencing critical sections of highways and building over- and underpasses to maintain habitat connectivity.

Parks Canada provides navigation corridors, critical water management, clean electricity generation (hydro) and flood mitigation for millions of citizens via over 600 kilometres of heritage canals and waterways in Quebec, Ontario, and Nova Scotia, and the dams and bridges that form part of these waterways, which also serve as mainstays of regional tourism and outdoor recreation.



Parks Canada provides municipal-like services in townsites—e.g., Field (Yoho National Park), Banff (Banff National Park), Lake Louise (Banff National Park), Jasper (Jasper National Park), Wasagaming (Riding Mountain National Park), Waskesiu (Prince Albert National Park) and Waterton (Waterton Lakes National Park)—and also in many of the other Parks Canada-administered places across the country. These services vary from place to place, and include drinking water, sewage treatment, road maintenance, snow removal and garbage collection and disposal.

Real Property and Assets Management

Parks Canada lands, infrastructure and assets are linked to the organization's raison d'être, and their ongoing stewardship and presentation are central to its mandate. In addition to critical infrastructure and municipal service assets, Parks Canada manages non-critical infrastructure, such as campgrounds, parking lots, golf courses, agricultural grounds, visitor centres and other buildings that support visitor experience and tourism.

Nearly a third of Parks Canada's asset portfolio, including many critical and safety-sensitive assets, are currently in poor to very poor condition, with \$6.9 billion in deferred work to be completed. Parks Canada also has a significant need to replace much of its aging fleet that are far beyond their average useful life.

Parks Canada has 605 heavy fleet vehicles, which are essential to maintaining its network of 1,200 kilometres of major highways, and 267 marine vessels in its inventory. Moreover, Parks Canada has committed to transitioning its light fleet to zero-emission vehicles by 2030 and investments to meet this target would support Canadian vehicle manufacturers while eliminating greenhouse gases.

As the largest federal landowner, Parks Canada is responsible for the policies and administration of real property transactions, the issuance of both residential and commercial leases, licences, special permits, the acquisition and disposal of park lands, and the management of potential development opportunities. Parks Canada has more than 9,000 real property agreements with lessees, mostly in the mountain parks, townsites, Rouge National Urban Park, and along waterways and heritage canals in Ontario and Quebec that generate over \$32 million in annual revenue.

In addition, Parks Canada manages more than 450 staff housing units across the country largely located in townsites, remote or northern areas where private sector housing options are extremely limited or non-existent to support park operations.



ANNEX A: Provincial and Territorial Snapshots

Alberta

- 4 National Parks / Reserves
- 15 National Historic Sites Managed by Parks Canada

Other Designations:

- 6 UNESCO World Heritage Sites
- 8 Heritage Railway Stations
- 4 Canadian Heritage Rivers



Parks Canada
Provincial / Territorial
Snapshots



Impact of Parks Canada in the Province



\$2.22 billion

contributed in 2023–2024 to the province's economy (GDP)
(based on total spending nationally)



20,894 jobs

supported in the province in 2023–2024
(based on total spending nationally)



25,736 hours

donated by local volunteers in 2023–2024



167 students

during peak summer season, July 2024

Parks Canada by the Numbers



55,088 km²

Area managed
(including national parks and national
marine conservation area)



3,819

Asset count
(as of June 2023)



\$6.45 billion

Infrastructure
(replacement value, as of June 2023)



1,637

Employees (# FTE)
(during peak summer season, July 2024)



7.93 million

Annual visitors
(2023–2024)



\$100.78 million

Annual revenue
(2023–2024 fiscal year)



57

Engaged Indigenous
communities



0

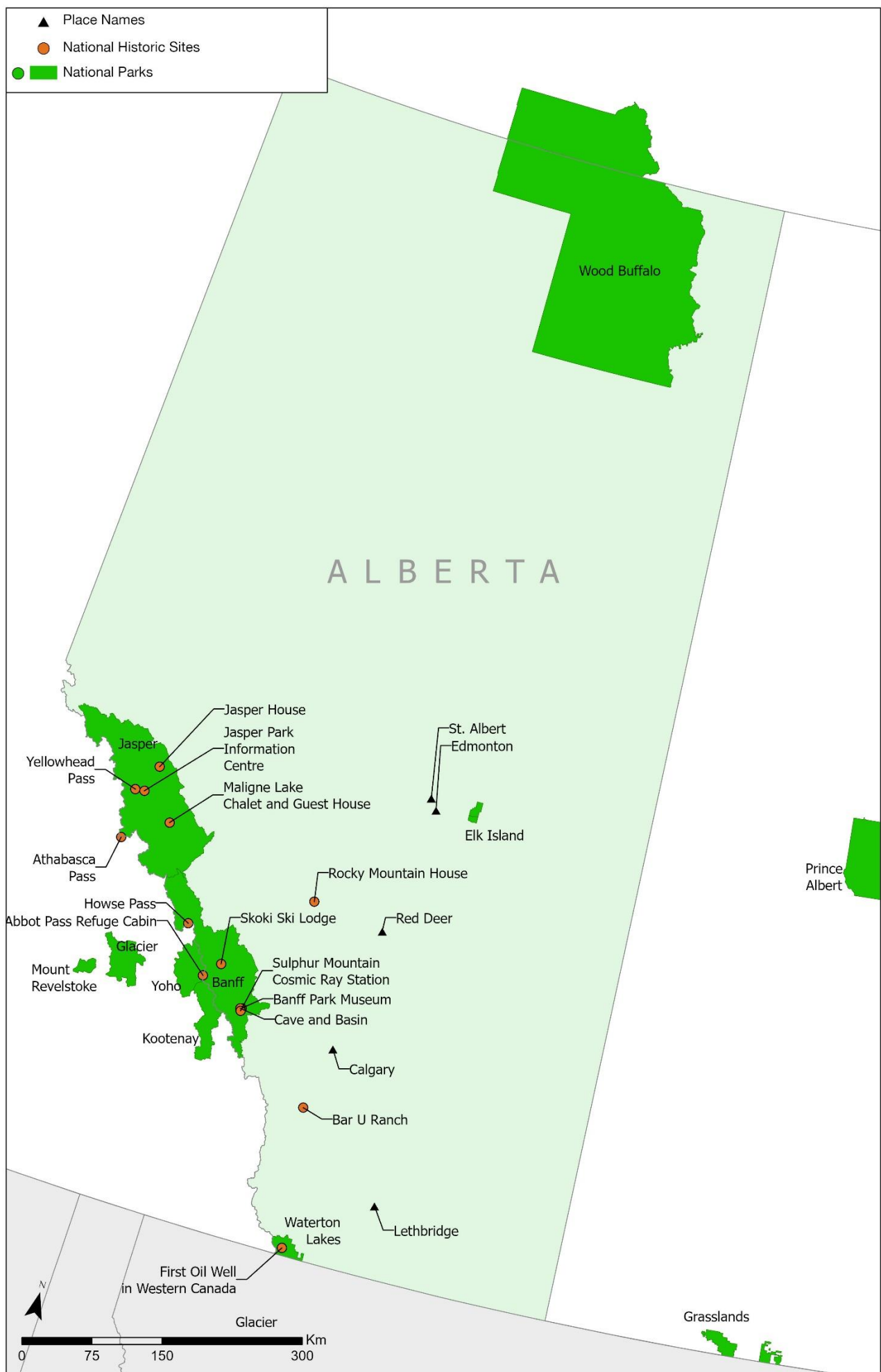
Sites co-managed with
Indigenous communities



0

Proposed new national parks or
national marine conservation areas

All figures are approximate.



British Columbia

- 7 National Parks / Reserves
- 1 National Marine Conservation Area / Reserve
- 13 National Historic Sites Managed by Parks Canada

Other Designations:

- 3 UNESCO World Heritage Sites
- 21 Heritage Lighthouses
- 16 Heritage Railway Stations
- 3 Canadian Heritage Rivers



Parks Canada
Provincial / Territorial
Snapshots



Impact of Parks Canada in the Province



\$810.04 million

contributed in 2023–2024 to the province's economy (GDP)
(based on total spending nationally)



8,126 jobs

supported in the province in 2023–2024
(based on total spending nationally)



11,082 hours

donated by local volunteers in 2023–2024



75 students

during peak summer season, July 2024

Parks Canada by the Numbers



9,777 km²

Area managed
(including national parks and national
marine conservation area)



1,341

Asset count
(as of June 2023)



\$1.68 billion

Infrastructure
(replacement value, as of June 2023)



870

Employees (#FTE)
(during peak summer season, July 2024)



3.89 million

Annual visitors
(2023–2024)



\$35.44 million

Annual revenue
(2023–2024 fiscal year)



57

Engaged Indigenous
communities



7

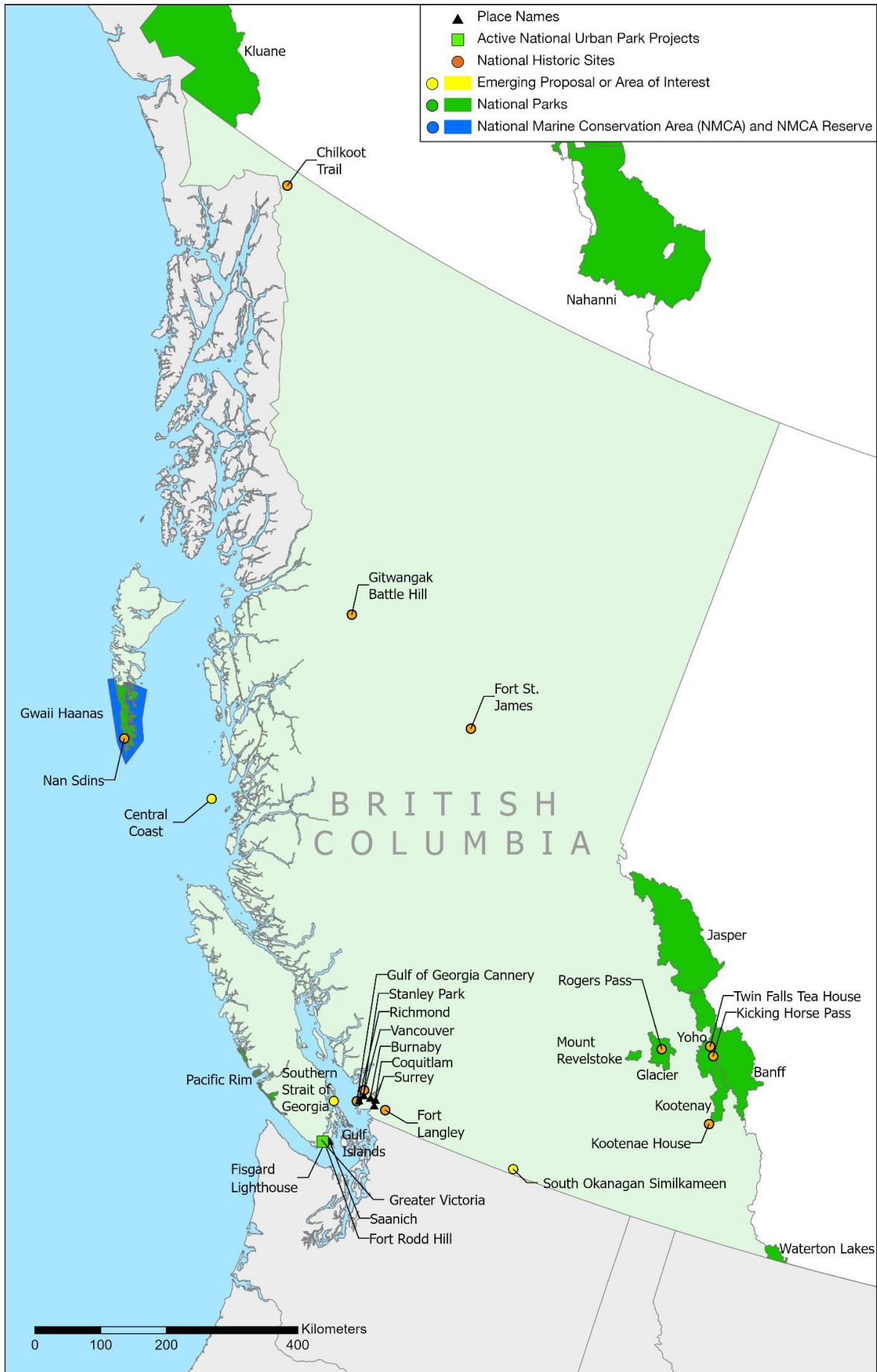
Sites co-managed with
Indigenous communities



3

Proposed new national parks or
national marine conservation areas

All figures are approximate.



Manitoba



Parks Canada
Provincial / Territorial
Snapshots

- 2 National Parks / Reserves
- 9 National Historic Sites Managed by Parks Canada

Other Designations:

- 1 UNESCO World Heritage Site
- 2 Heritage Lighthouses
- 18 Heritage Railway Stations
- 4 Canadian Heritage Rivers



Impact of Parks Canada in the Province



\$169.37 million

contributed in 2023–2024 to the province's economy (GDP)
(based on total spending nationally)



1,767 jobs

supported in the province in 2023–2024
(based on total spending nationally)



796 hours

donated by local volunteers in 2023–2024



77 students

during peak summer season, July 2024

Parks Canada by the Numbers



14,475 km²

Area managed
(including national parks and national
marine conservation area)



879

Asset count
(as of June 2023)



\$686.7 million

Infrastructure
(replacement value, as of June 2023)



398

Employees (#FTE)
(during peak summer season, July 2024)



407,691

Annual visitors
(2023–2024)



\$6.53 million

Annual revenue
(2023–2024 fiscal year)



20

Engaged Indigenous
communities



1

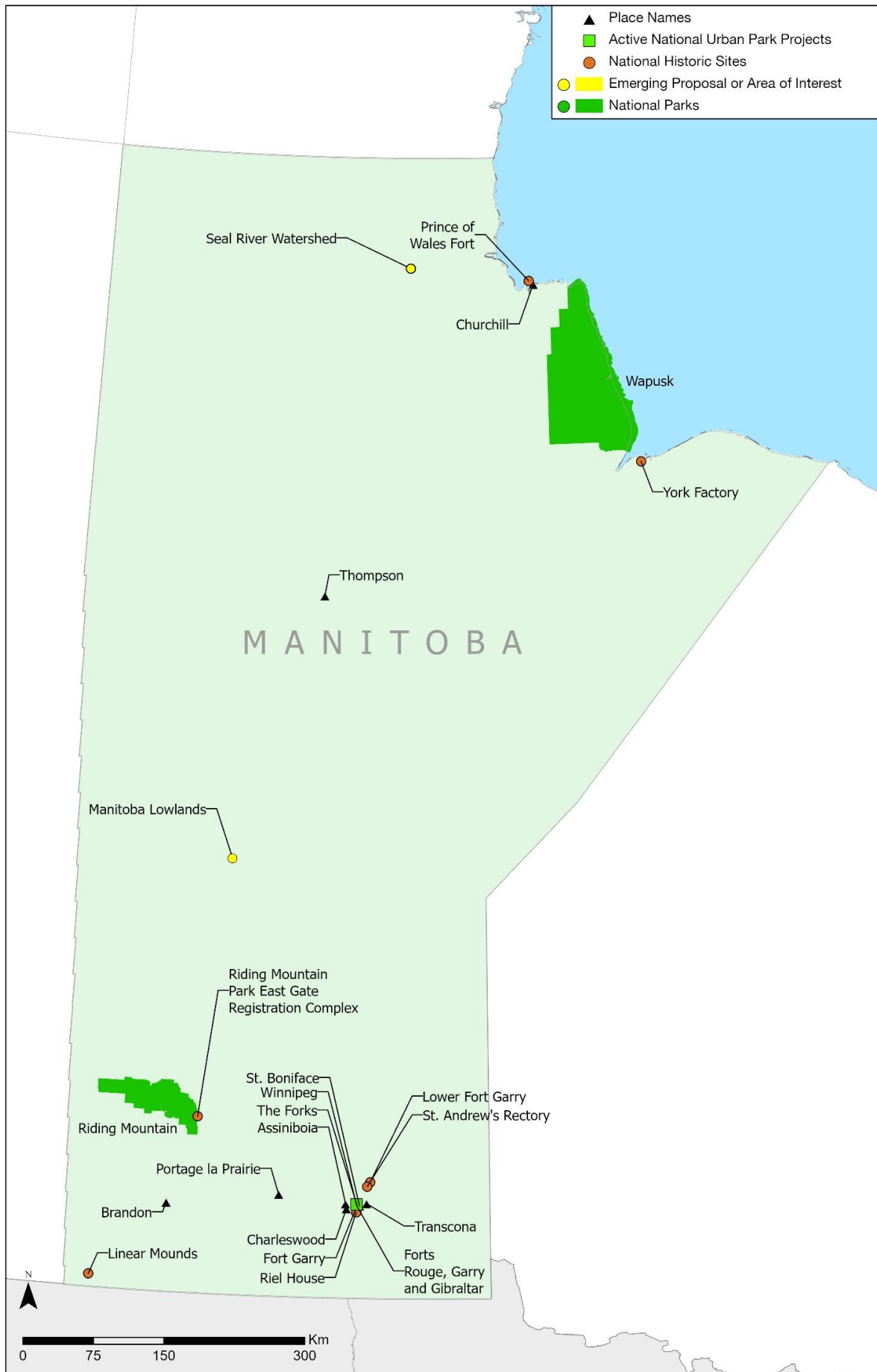
Site co-managed with
Indigenous communities



2

Proposed new national parks or
national marine conservation areas

All figures are approximate.



New Brunswick



Parks Canada
Provincial / Territorial
Snapshots

- 2 National Parks / Reserves
- 8 National Historic Sites Managed by Parks Canada

Other Designations:

- 8 Heritage Lighthouses
- 7 Heritage Railway Stations
- 3 Canadian Heritage Rivers



Impact of Parks Canada in the Province



\$113.44 million

contributed in 2023–2024 to the province's economy (GDP)
(based on total spending nationally)



1,415 jobs

supported in the province in 2023–2024
(based on total spending nationally)



911 hours

donated by local volunteers in 2023–2024



59 students

during peak summer season, July 2024

Parks Canada by the Numbers



445 km²

Area managed
(including national parks and national
marine conservation area)



753

Asset count
(as of June 2023)



\$618.8 million

Infrastructure
(replacement value, as of June 2023)



304

Employees (#FTE)
(during peak summer season, July 2024)



559,528

Annual visitors
(2023–2024)



\$5.4 million

Annual revenue
(2023–2024 fiscal year)



33

Engaged Indigenous
communities



2

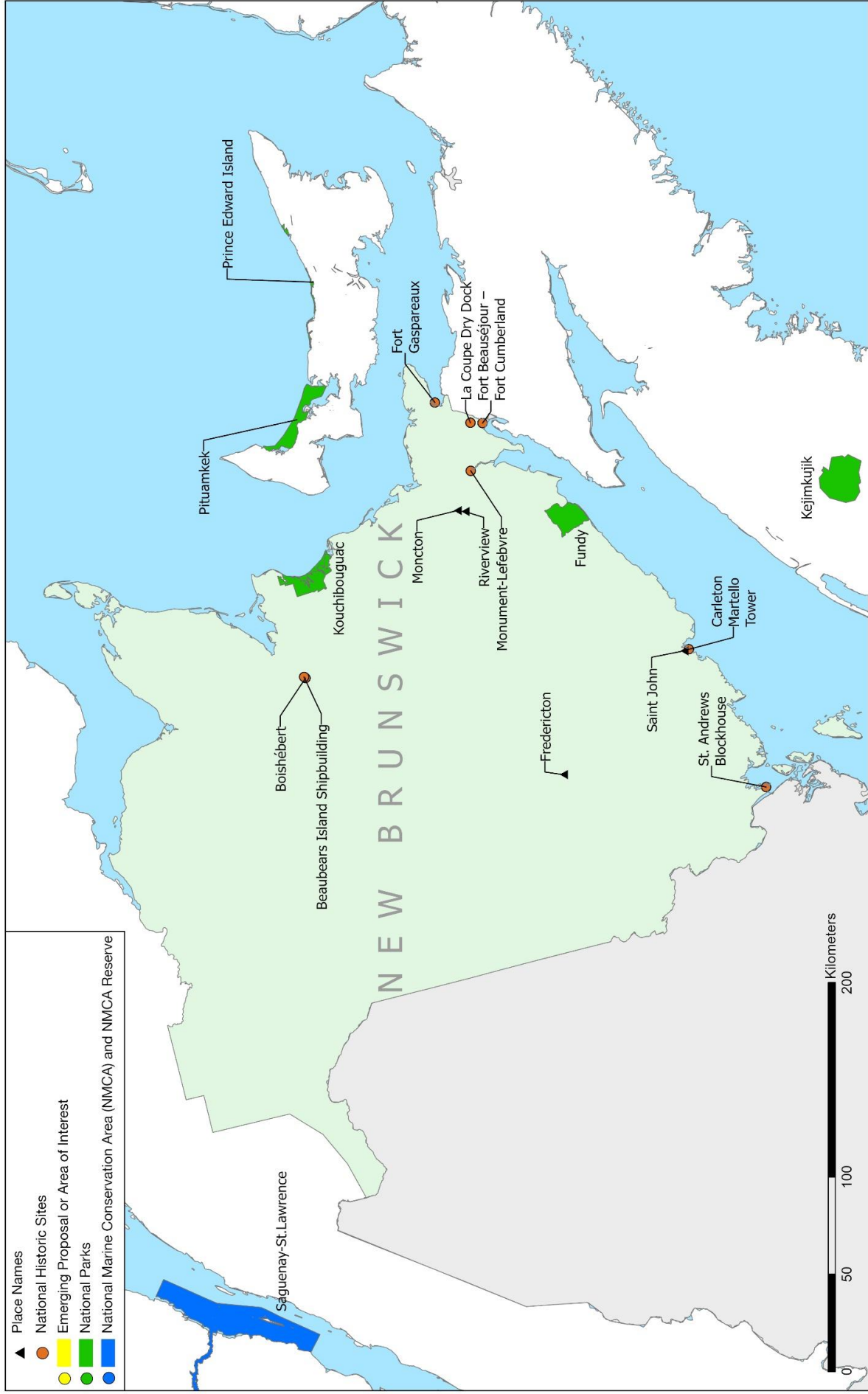
Sites co-managed with
Indigenous communities



0

Proposed new national parks or
national marine conservation areas

All figures are approximate.



Newfoundland and Labrador



Parks Canada
Provincial / Territorial
Snapshots

- 4 National Parks / Reserves
- 10 National Historic Sites Managed by Parks Canada

Other Designations:

- 4 UNESCO World Heritage Sites
- 16 Heritage Lighthouses
- 1 Heritage Railway Station
- 2 Canadian Heritage Rivers



Impact of Parks Canada in the Province



\$69.16 million

contributed in 2023–2024 to the province's economy (GDP)
(based on total spending nationally)



599 jobs

supported in the province in 2023–2024
(based on total spending nationally)



209 hours

donated by local volunteers in 2023–2024



70 students

during peak summer season, July 2024

Parks Canada by the Numbers



22,607 km²

Area managed
(including national parks and national
marine conservation area)



916

Asset count
(as of June 2023)



\$1.11 billion

Infrastructure
(replacement value, as of June 2023)



381

Employees (#FTE)
(during peak summer season, July 2024)



133,402

Annual visitors
(2023–2024)



\$4.36 million

Annual revenue
(2023–2024 fiscal year)



8

Engaged Indigenous
communities



2

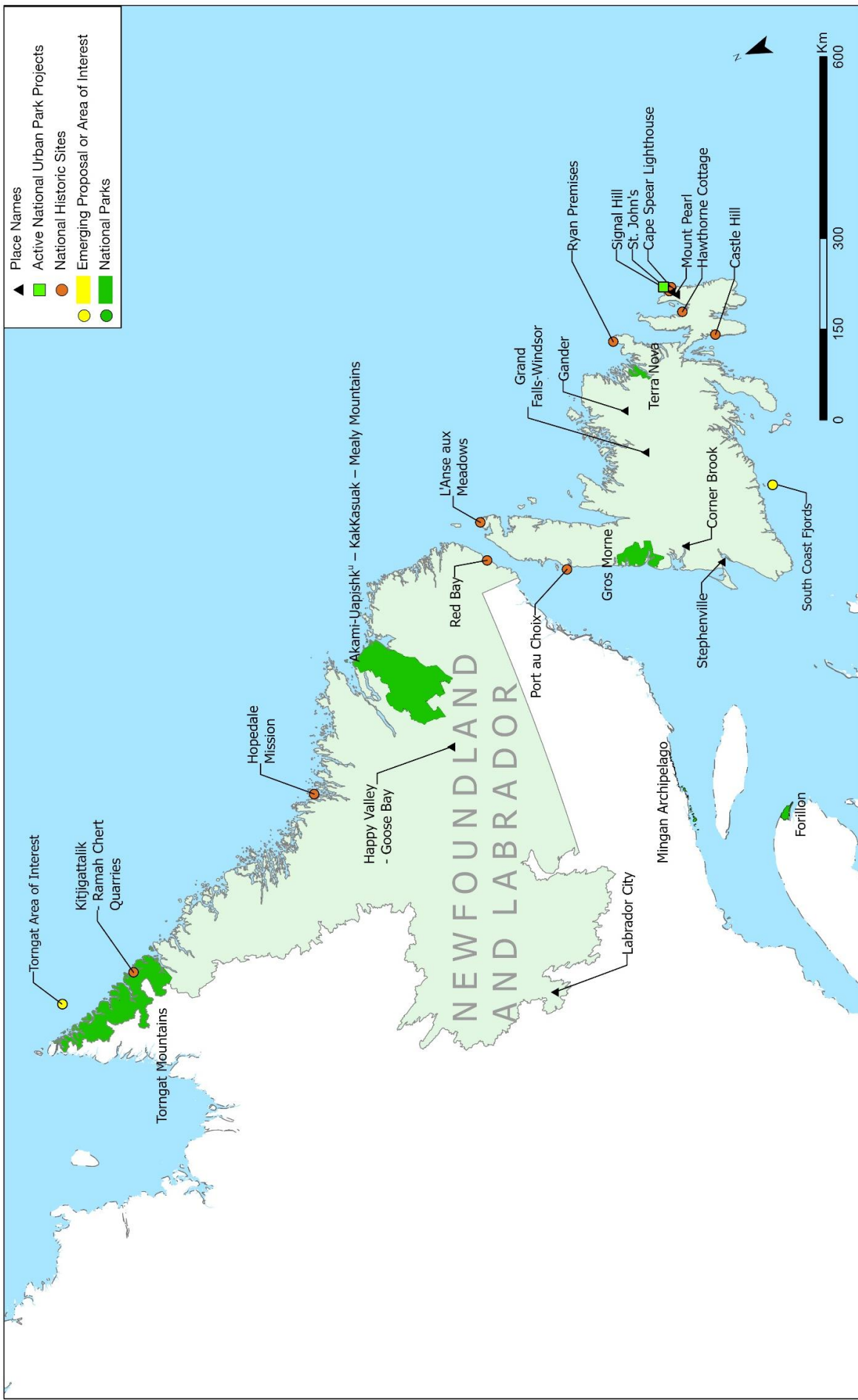
Sites co-managed with
Indigenous communities



2

Proposed new national parks or
national marine conservation areas

All figures are approximate.



Northwest Territories



Parks Canada
Provincial / Territorial
Snapshots

- 6 National Parks / Reserves
- 1 National Historic Site Managed by Parks Canada

Other Designations:

- 2 UNESCO World Heritage Sites
- 2 Canadian Heritage Rivers
- 1 Canadian Landmark



Impact of Parks Canada in the Territory



\$50.53 million

contributed in 2023–2024 to the province's economy (GDP)
(based on total spending nationally)



270 jobs

supported in the territory in 2023–2024
(based on total spending nationally)



0 hours

donated by local volunteers in 2023–2024



6 students

during peak summer season, July 2024

Parks Canada by the Numbers



89,431 km²

Area managed
(including national parks and national
marine conservation area)



372

Asset count
(as of June 2023)



\$412.2 million

Infrastructure
(replacement value, as of June 2023)



142

Employees (#FTE)
(during peak summer season, July 2024)



2,416

Annual visitors
(2023–2024)



\$262,300

Annual revenue
(2023–2024 fiscal year)



31

Engaged Indigenous
communities



7

Sites co-managed with
Indigenous communities



0

Proposed new national parks or
national marine conservation areas

All figures are approximate.



Nova Scotia



Parks Canada
Provincial / Territorial
Snapshots

- 3 National Parks / Reserves
- 26 National Historic Sites Managed by Parks Canada

Other Designations:

- 3 UNESCO World Heritage Sites
- 26 Heritage Lighthouses
- 5 Heritage Railway Stations
- 2 Canadian Heritage Rivers



Impact of Parks Canada in the Province



\$164.61 million

contributed in 2023–2024 to the province's economy (GDP)
(based on total spending nationally)



1,739 jobs

supported in the province in 2023–2024
(based on total spending nationally)



14,401 hours

donated by local volunteers in 2023–2024



116 students

during peak summer season, July 2024

Parks Canada by the Numbers



1,410 km²

Area managed
(including national parks and national
marine conservation area)



1,403

Asset count
(as of June 2023)



\$1.9 billion

Infrastructure
(replacement value, as of June 2023)



710

Employees (#FTE)
(during peak summer season, July 2024)



1.39 million

Annual visitors
(2023–2024)



\$6.97 million

Annual revenue
(2023–2024 fiscal year)



20

Engaged Indigenous
communities



0

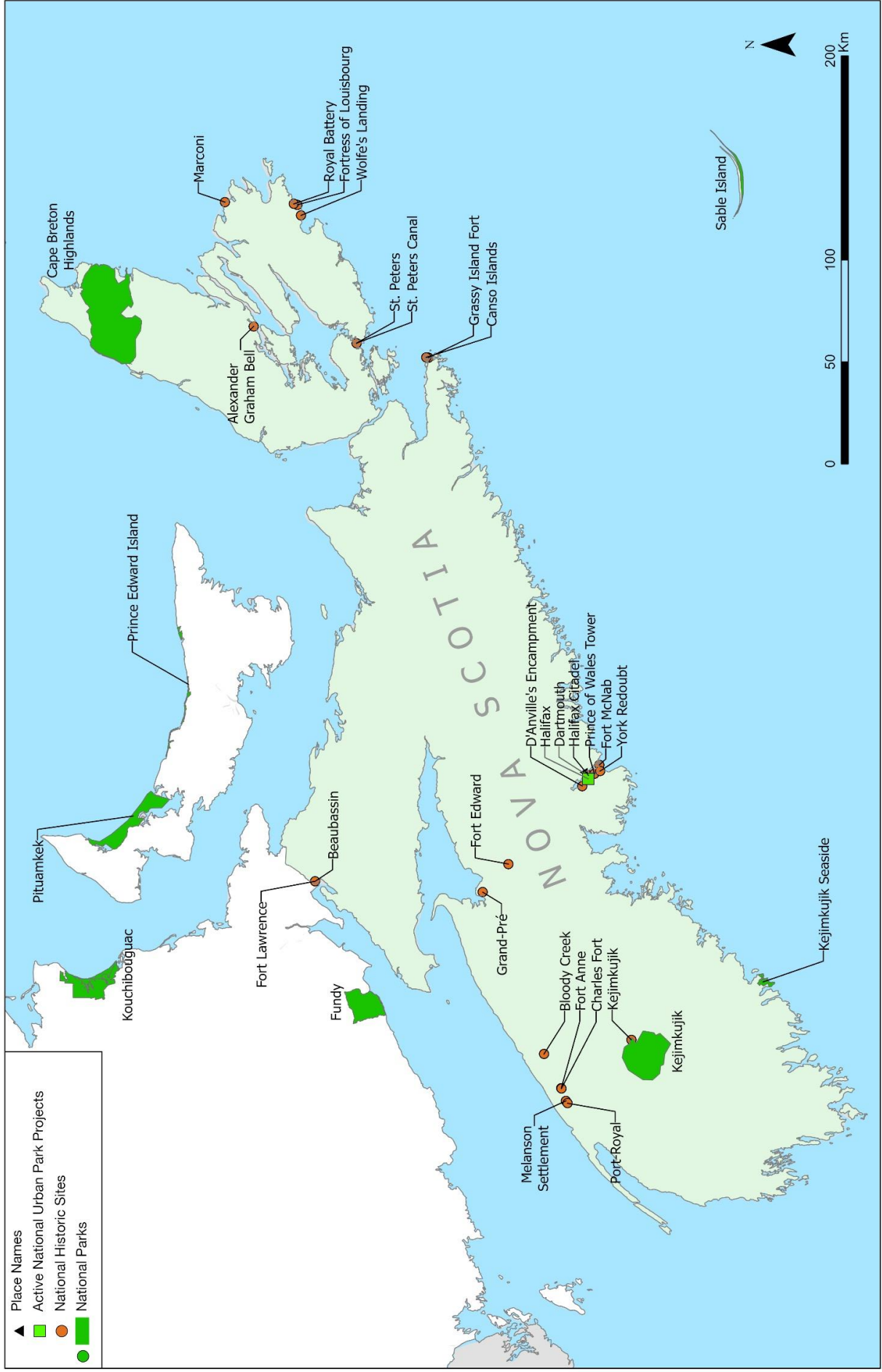
Sites co-managed with
Indigenous communities



0

Proposed new national parks or
national marine conservation areas

All figures are approximate.



Nunavut



Parks Canada
Provincial / Territorial
Snapshots

- 5 National Parks / Reserves
- 1 National Marine Conservation Area / Reserve
- 1 National Historic Site Managed by Parks Canada

Other Designations:

- 3 Canadian Heritage Rivers



Impact of Parks Canada in the Territory



\$16.04 million

contributed in 2023–2024 to the province's economy (GDP)
(based on total spending nationally)



77 jobs

supported in the territory in 2023–2024
(based on total spending nationally)



0 hours

donated by local volunteers in 2023–2024



0 students

during peak summer season, July 2024

Parks Canada by the Numbers



218,957 km²

Area managed
(including national parks and national
marine conservation area)



136

Asset count
(as of June 2023)



\$55.1 million

Infrastructure
(replacement value, as of June 2023)



78

Employees (#FTE)
(during peak summer season, July 2024)



383

Annual visitors
(2023–2024)



\$959,047

Annual revenue
(2023–2024 fiscal year)



21

Engaged Indigenous
communities



7

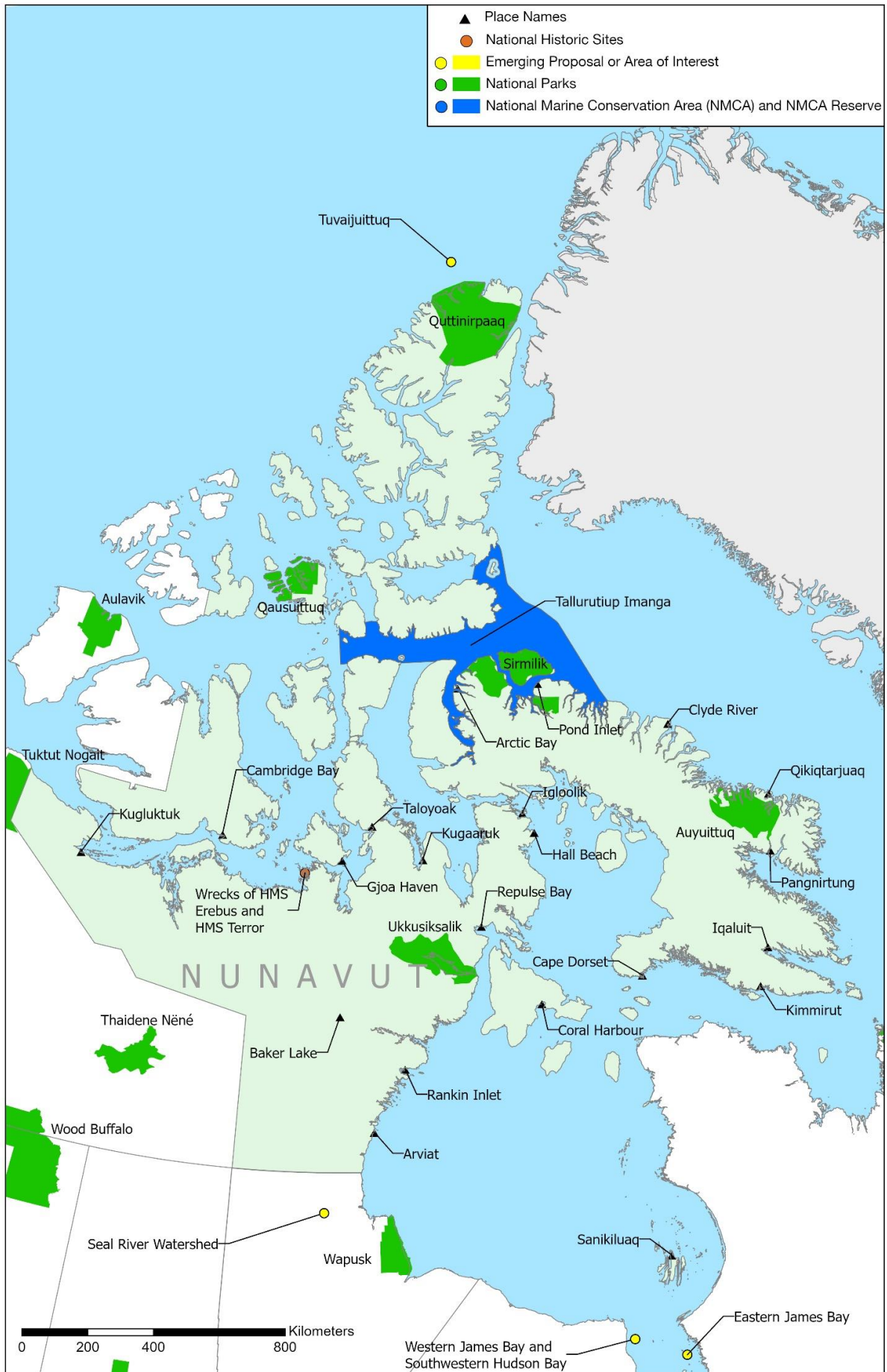
Sites co-managed with
Indigenous communities



1

Proposed new national park or
national marine conservation area

All figures are approximate.



Ontario

- 6 National Parks / Reserves / Urban Park
- 2 National Marine Conservation Areas / Reserves
- 38 National Historic Sites Managed by Parks Canada

Other Designations:

- 2 UNESCO World Heritage Sites
- 18 Heritage Lighthouses
- 53 Heritage Railway Stations
- 12 Canadian Heritage Rivers



Parks Canada
Provincial / Territorial
Snapshots



Impact of Parks Canada in the Province



\$978.12 million

contributed in 2023–2024 to the province's economy (GDP)
(based on total spending nationally)



7,668 jobs

supported in the province in 2023–2024
(based on total spending nationally)



10,294 hours

donated by local volunteers in 2023–2024



382 students

during peak summer season, July 2024

Parks Canada by the Numbers



13,030 km²

Area managed
(including national parks and national
marine conservation area)



4,583

Asset count
(as of June 2023)



\$11.33 billion

Infrastructure
(replacement value, as of June 2023)



1,416

Employees (#FTE)
(during peak summer season, July 2024)



2.51 million

Annual visitors
(2023–2024)



\$18.1 million

Annual revenue
(2023–2024 fiscal year)



57

Engaged Indigenous
communities



0

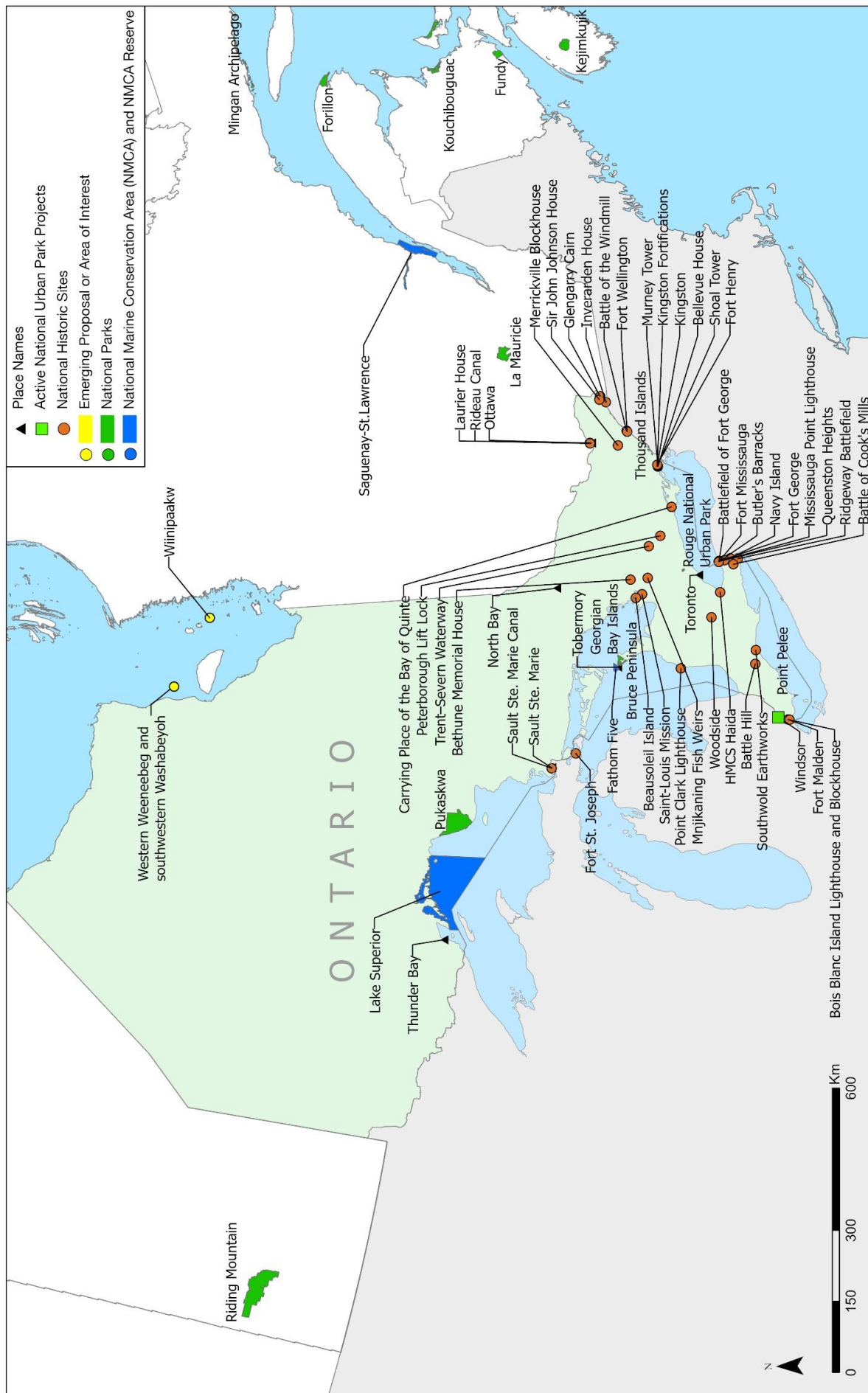
Sites co-managed with
Indigenous communities



1

Proposed new national park or
national marine conservation area

All figures are approximate.



Prince Edward Island

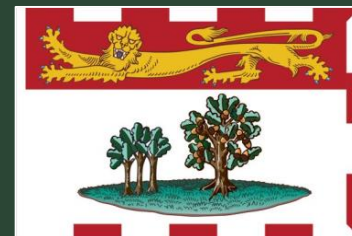
- 2 National Parks / Reserves
- 5 National Historic Sites Managed by Parks Canada

Other Designations:

- 13 Heritage Lighthouses
- 2 Canadian Heritage Rivers



Parks Canada
Provincial / Territorial
Snapshots



Impact of Parks Canada in the Province



\$69.96 million

contributed in 2023–2024 to the province's economy (GDP)
(based on total spending nationally)



844 jobs

supported in the province in 2023–2024
(based on total spending nationally)



1,703 hours

donated by local volunteers in 2023–2024



76 students

during peak summer season, July 2024

Parks Canada by the Numbers



57 km²

Area managed
(including national parks and national
marine conservation area)



362

Asset count
(as of June 2023)



\$229.3 million

Infrastructure
(replacement value, as of June 2023)



195

Employees (#FTE)
(during peak summer season, July 2024)



821,918

Annual visitors
(2023–2024)



\$3.84 million

Annual revenue
(2023–2024 fiscal year)



7

Engaged Indigenous
communities



3

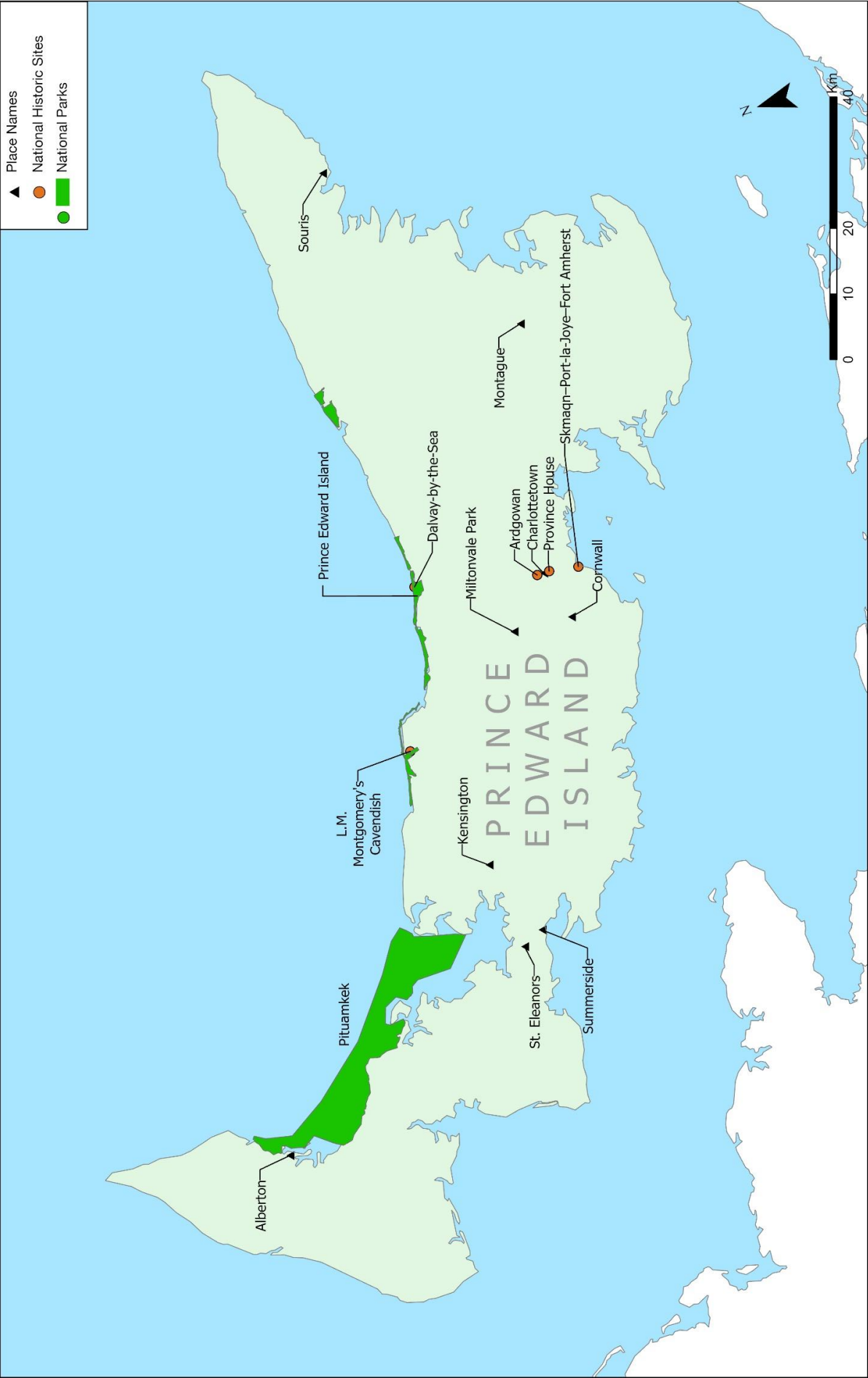
Sites co-managed with
Indigenous communities



0

Proposed new national parks or
national marine conservation areas

All figures are approximate.



Quebec

- 3 National Parks / Reserves
- 1 National Marine Conservation Area / Reserve
- 30 National Historic Sites Managed by Parks Canada

Other Designations:

- 3 UNESCO World Heritage Sites
- 10 Heritage Lighthouses and 40 Heritage Railway Stations
- 4 Canadian Heritage Rivers



Parks Canada
Provincial / Territorial
Snapshots



Impact of Parks Canada in the Province



\$681.49 million

contributed in 2023–2024 to the province's economy (GDP)
(based on total spending nationally)



6,445 jobs

supported in the province in 2023–2024
(based on total spending nationally)



1,190 hours

donated by local volunteers in 2023–2024



276 students

during peak summer season, July 2024

Parks Canada by the Numbers



2,126 km²

Area managed
(including national parks and national
marine conservation area)



2,021

Asset count
(as of June 2023)



\$4.79 billion

Infrastructure
(replacement value, as of June 2023)



1,708

Employees (#FTE)
(during peak summer season, July 2024)



5.61 million

Annual visitors
(2023–2024)



\$8.98 million

Annual revenue
(2023–2024 fiscal year)



17

Engaged Indigenous
communities



2

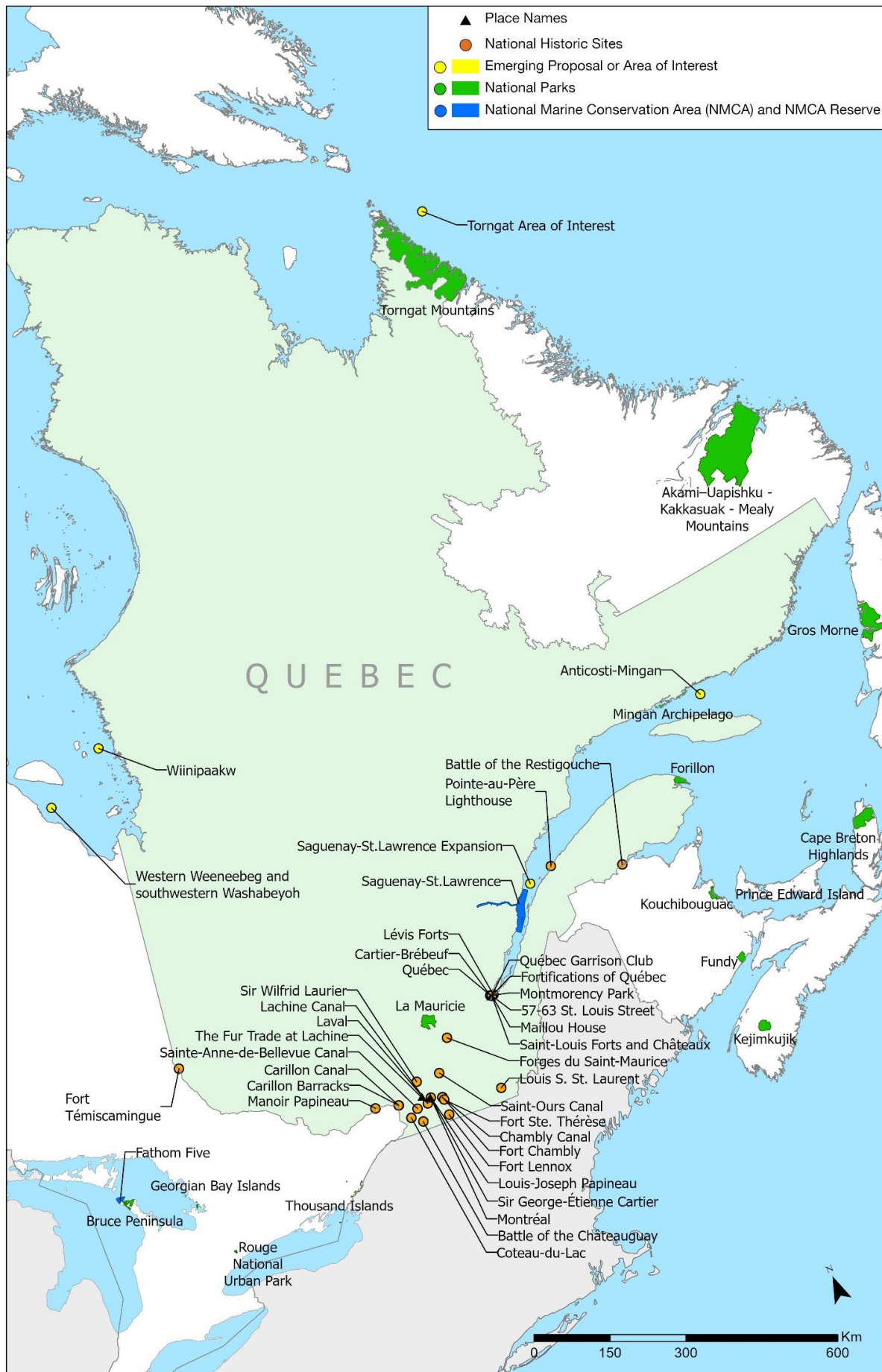
Sites co-managed with
Indigenous communities



3

Proposed new national parks or
national marine conservation areas

All figures are approximate.



Saskatchewan



Parks Canada
Provincial / Territorial
Snapshots

- 2 National Parks / Reserves
- 10 National Historic Sites Managed by Parks Canada

Other Designations:

- 11 Heritage Railway Stations
- 1 Canadian Heritage River



Impact of Parks Canada in the Province



\$183.41 million

contributed in 2023–2024 to the province's economy (GDP)
(based on total spending nationally)



1,774 jobs

supported in the province in 2023–2024
(based on total spending nationally)



0 hours

donated by local volunteers in 2023–2024



31 students

during peak summer season, July 2024

Parks Canada by the Numbers



4,605 km²

Area managed
(including national parks and national
marine conservation area)



1,163

Asset count
(as of June 2023)



\$688.9 million

Infrastructure
(replacement value, as of June 2023)



306

Employees (#FTE)
(during peak summer season, July 2024)



344,070

Annual visitors
(2023–2024)



\$6.58 million

Annual revenue
(2023–2024 fiscal year)



22

Engaged Indigenous
communities



1

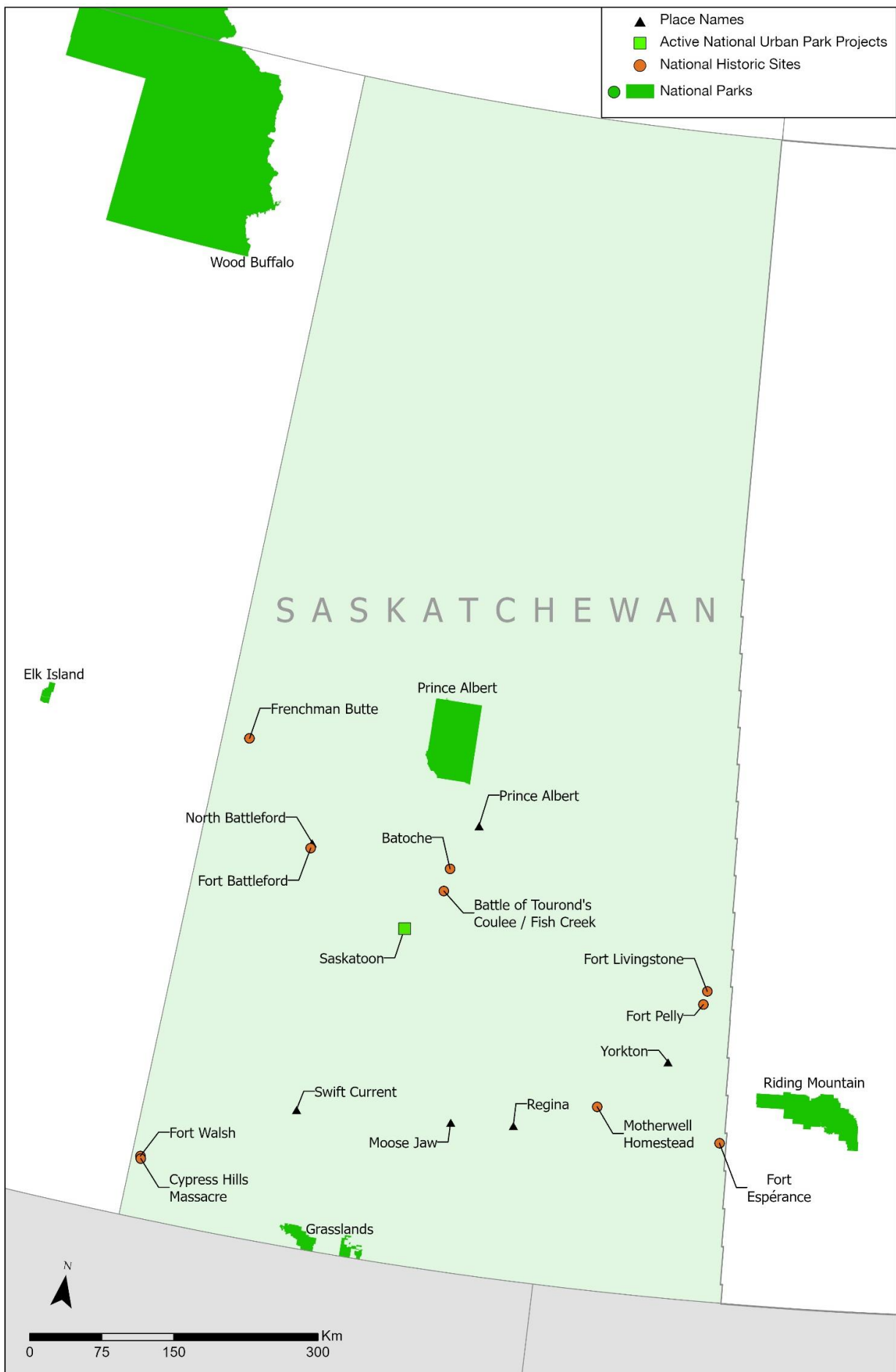
Site co-managed with
Indigenous communities



0

Proposed new national parks or
national marine conservation areas

All figures are approximate.



Yukon

- 3 National Parks / Reserves
- 5 National Historic Sites managed by Parks Canada

Other Designations:

- 2 UNESCO World Heritage Sites
- 1 Heritage Railway Station
- 4 Canadian Heritage Rivers



Parks Canada
Provincial / Territorial
Snapshots



Impact of Parks Canada in the Territory



\$29.41 million

contributed in 2023–2024 to the province's economy (GDP)
(based on total spending nationally)



216 jobs

supported in the territory in 2023–2024
(based on total spending nationally)



46 hours

donated by local volunteers in 2023–2024



4 students

during peak summer season, July 2024

Parks Canada by the Numbers



36,075 km²

Area managed
(including national parks and national
marine conservation area)



443

Asset count
(as of June 2023)



\$557.9 million

Infrastructure
(replacement value, as of June 2023)



135

Employees (#FTE)
(during peak summer season, July 2024)



132,372

Annual visitors
(2023–2024)



\$874,465

Annual revenue
(2023–2024 fiscal year)



9

Engaged Indigenous
communities



4

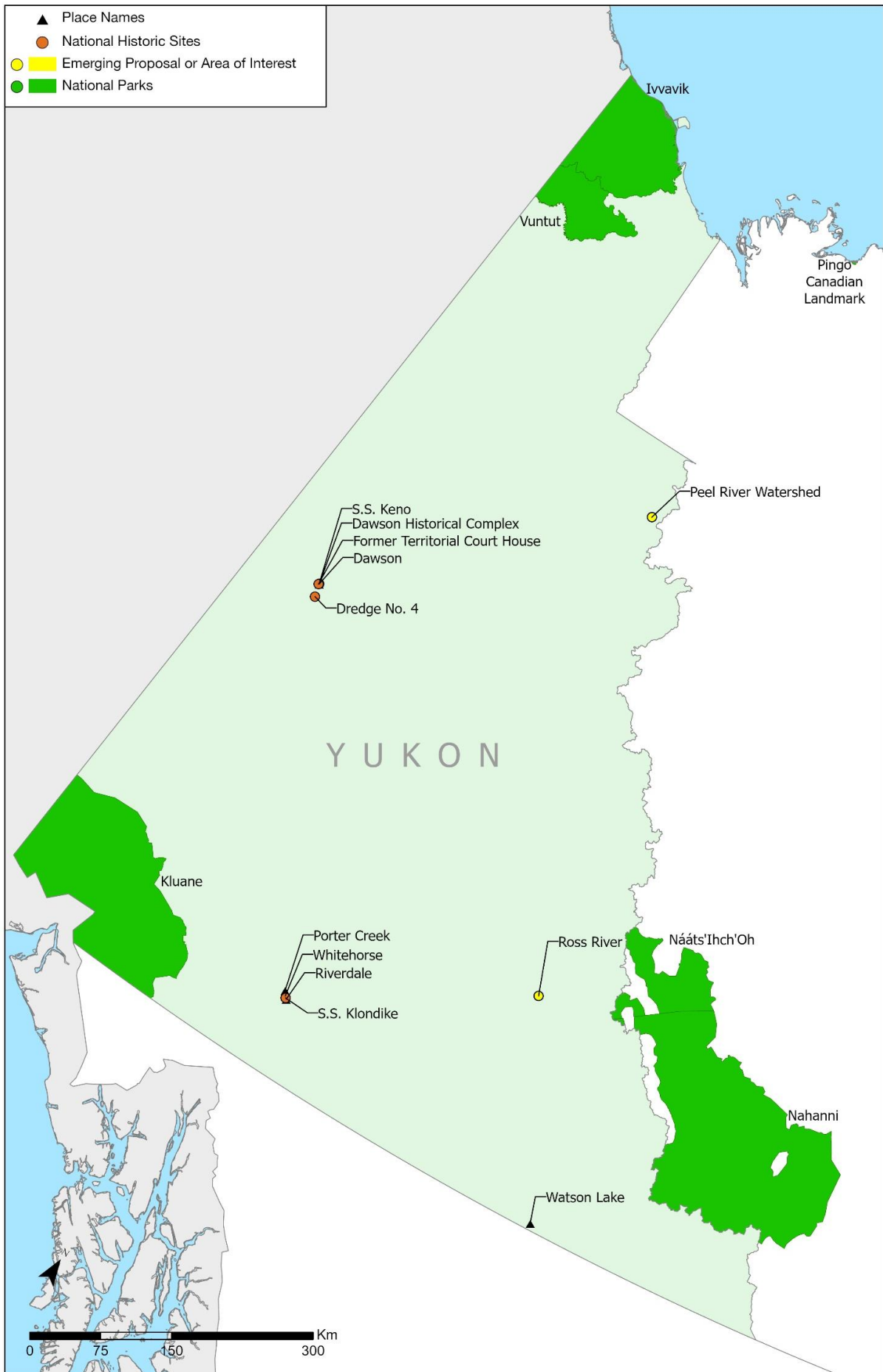
Sites co-managed with
Indigenous communities



2

Proposed new national parks or
national marine conservation areas

All figures are approximate.



ANNEX B: Key Stakeholders and Partners

Parks Canada works with a wide range of stakeholders and partners to deliver the mandate. Partnerships and collaborative arrangements have been used to facilitate Parks Canada's work in virtually every area. In recent years, Parks Canada has made great strides in growing and diversifying these collaborations.

Key Stakeholders Invited to the Minister's Round Table on Parks Canada (February 2025):

- Access Now
- Assembly of First Nations
- Canadian Biosphere Reserves Association (CBRA)
- Canadian Museums Association
- Canadian Parks and Wilderness Society (CPAWS)
- Canadian Wildlife Federation (CWF)
- Conservation through Reconciliation Partnership
- David Suzuki Foundation
- Ducks Unlimited Canada
- Green Budget Coalition
- Historic Sites and Monuments Board of Canada
- Indigenous Stewardship Circle
- Indigenous Leadership Initiative
- Indigenous Tourism Association of Canada (ITAC)
- International Council on Monuments and Sites Canada (ICOMOS)
- Inuit Tapiriit Kanatami
- Métis National Council
- Nature Canada
- Nature Conservancy of Canada
- National Trust for Canada
- Oceans North
- Tourism Industry Association of Canada (TIAC)
- Trans Canada Trail (TCT)

ANNEX C: Media and Digital Channels

Parks Canada delivers high-quality digital content to connect with Canadians, foster engagement, and increase awareness and understanding of its conservation and heritage protection efforts. Through media and digital channels, Parks Canada amplifies its reach, engages diverse audiences, and builds meaningful connections with the public. With a strong and growing digital presence, Parks Canada reaches millions through various platforms: more than 23 million website visits a year, over 1.3 million national social media followers, and 2 million e-newsletter subscribers.

Parks Canada’s website and mobile app provide essential trip-planning tools and immersive experiences, while its e-newsletters and social media channels keep audiences informed and engaged with compelling stories, real-time updates, and interactive content. Video content remains a powerful storytelling tool, driving engagement and showcasing the breadth of Parks Canada’s mandate.

Through all these strategic, diverse and inclusive digital products and channels, Parks Canada extends its impact by reaching people wherever they are—whether at home planning their next adventure, in a park checking for updates on trail conditions, or engaging with conservation stories online. These digital channels provide real-time information, inspire exploration, and foster a deeper connection to Canada’s natural and cultural heritage.

661K	256K	429K	~23M/year	2M	~250K
					
National accounts			Website sessions	E-newsletter subscribers	Mobile app downloads

Media and digital channel statistics for national accounts:

661,000 Instagram followers, 256,000 X followers and 429,000 FaceBook followers.

About 23,000,000 website visits a year, 2,000,000 e-newsletter subscribers and about 250,000 mobile app downloads.

ANNEX D: National Urban Parks

