



Tom Hilditch
Founder & President
Colucent Environmental

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Introduction

During his 42-year career as an ecologist, Tom has worked principally in the areas of impact assessment, mitigation planning and ecological planning and design. He has developed specialized expertise with international, national and provincial, Species at Risk legislation, policies, guidelines and permitting processes.

Tom has completed hundreds of Impact Assessments (IAs) and numerous watershed, coastal zone and regional planning projects. Impact Assessment assignments have ranged from major resource and infrastructure projects (e.g., mineral aggregate quarries, nuclear facilities, waste incinerators/landfills) to new, complete communities and to smaller site-specific developments (e.g., new urban communities in the Greater Toronto Area, Niagara Falls and Ottawa).

During the period 2016 to 2020, Tom served as the Environmental Stewardship Commissioner on behalf of Henvey Inlet, Magnetawan and Shawanaga First Nations in Ontario, during the construction of a 300 MW renewable wind energy facility, known as the Henvey Inlet Wind Project. As Commissioner, Tom ensured that the comprehensive Indigenous permitting regime established for the project, was implemented in a manner to conserve important cultural and Indigenous lands, and natural heritage resources including threatened and endangered species.

While the bulk of his career has been focused on Canadian projects, he has also completed regional planning and coastal zone assignments in Barbados, Venezuela and China. He co-led coastal zone planning and management work in Liaoning, Shandong, Jiangsu and Fujian Provinces in China. He recently led the drainage and natural heritage components of the Barbados Physical Development Plan.

Tom has extensive experience as a Technical Expert and Peer Reviewer, and he has participated in mediation and settlement discussions and has served as an Expert Witness on behalf of public and private sector clients as well as Environmental Non-governmental Organizations (ENGOs) in over 60 proceedings. In 2022, he developed and now leads a workshop for professionals, titled, "How to be an Effective Environmental Witness."

In 2022, Tom was elected to serve as the Chair of the Ontario Biodiversity Council. He is also a member of the Board of Directors of the Anishinabek/Ontario Fisheries Resources. Tom currently serves as the Chair of Ontario's Committee on the Status of Species at Risk in Ontario (COSSARO). He previously served as the Chair of the Species at Risk Program Advisory Committee (SARPAC), the sister agency to COSSARO.

In 2022, Tom published his first book, *Becoming an Enlightened Consultant*. He is presenting his thoughts regarding a transformation underway in the consulting industry at a series of global events in 2023.

**Education**

Bachelor of Science, Resources Management
University of Guelph, Guelph, Ontario, Canada

Employment

2020 – Current **Colucent Environmental Inc.**, Founder, President
2006 – 2020 **Savanta**, Founder, President
2005 – 2006 **Stantec Consulting**, Vice President, Eastern Canada
2005 **Stantec Consulting**, Senior Principal
2003 – 2005 **Stantec Consulting**, Principal
2001 – 2003 **ESG International Inc.**, President
1997 – 2001 **ESG International Inc.**, Vice President
1994 – 1997 **ESG International Inc.**, Senior Ecologist, Principal
1989 – 1994 **Gartner Lee Ltd.**, Senior Ecologist, Associate
1983 – 1989 **Gartner Lee Ltd.**, Ecologist
1981 – 1983 **Lake Simcoe Region Conservation Authority**,
Forest and Wetland Technician
1981 **Ecologistics Ltd.**, Environmentally Significant Areas
(ESA) Study; Manager, ESA Field Biology Team
1979 – 1981 **Toronto and Region Conservation Authority**,
Field Biologist, Environmentally Sensitive Areas Study

**Government Appointments &
Special Positions Held**

2022 – Current **Ontario Biodiversity Council**, Chair
2020 – Current **Anishinabek/Ontario Fisheries Resources Centre**,
Board Member
2015 – Current **Committee on the Status of Species at Risk in Ontario**
(COSSARO), Chair
2016 – 2020 **Henvey Inlet, Magnetawan and Shawanaga First**
Nations, Environmental Stewardship Commissioner
2010 – 2014 **Species at Risk Program Advisory Committee**
(SARPAC), Chair
2013 **The Ontario Endangered Species Act Conference**
(OESAC), Conference Chair
2008 – 2010 **Species at Risk Program Advisory Committee**
(SARPAC), Member
2008 – 2009 **Nature Conservancy of Canada (NCC)**, Director, Ontario
Board & Participant NCC Conference



Select Examples of Additional Training

- **First Nation Issues**, Toronto Metropolitan University, Toronto, Ontario
- **Creating and Using Wetlands**, University of Wisconsin, Madison, Wisconsin, USA
- **Super-Optimizing Analysis in Impact Assessment**, University of Urbana, Urbana-Champaign, Illinois, USA
- **Municipal Class Environmental Assessment Certification**, Ontario Ministry of the Environment, Sault College, Sault Ste. Marie, Ontario
- **Airphoto Interpretation**, Boreal & Great Lakes St. Lawrence Forest Ecosystems, Ontario Centre For Remote Sensing, Toronto, Ontario
- **Wetland Classification and Evaluation**, Ontario Ministry of Natural Resources, Ontario

Representative Examples of Consulting Project Experience

- Strategic Environmental Approvals and Human Nature Interactions Opportunities Assessment, Mattamy Homes Canada, Milton, Ontario
- Technical Expert Opinion Report, Clear Lake Defendants, District of Parry Sound, Ontario
- Natural Heritage Assessment and Strategic Environmental Offsetting Guidance, Mattamy Homes Canada, Georgetown, Ontario
- Environmental Expert Opinion Report, Minotar Holdings Inc. Lands, Markham, Ontario
- Eagle Heights Environmental Impact Assessment, Penta Properties Inc., Burlington, Ontario
- Boblo Island Endangered Species Act Overall Benefit Permit Direction and Oversight, Amico Affiliates, Amherstburg, Ontario
- Kind Road Environmental Impact Assessment Strategic Guidance, Penta Properties Inc., Burlington, Ontario
- Henvey Inlet Wind Species at Risk EA Peer Review and Environmental Permit Input, Henvey Inlet First Nation, Pickering, Ontario
- Natural Heritage and Drainage Sector Planning and Input to the Barbados Physical Development Plan, Barbados
- Milton Urban Expansion Lands Ecological Investigations and Environmental Approvals (Boyne District, Milton Phase 4, Derry Green), Ontario
- North Markham Urban Expansion Lands Ecological Investigations and Environmental Approvals, Ontario
- Grandview Resort Golf Course Development EIA, Huntsville, Ontario
- Impact Assessment & Natural Heritage System Design Study, Brampton, Ontario
- Green Infrastructure Conceptual Design and Technical Supporting Investigations, Canada's First National Urban Park, Toronto, Ontario
- Don River System Environmental Report Card, Toronto, Ontario
- Humber River System Ecosystem Definition, Toronto, Ontario



- Greening of the Official Plan, Regional Municipality of York, Ontario
- Strategic Environmental Input, Regional Municipality of Peel - Official Plan Update
- Natural Heritage Official Plan Studies, Town of East Gwillimbury, Township of King
- Coastal Zone Planning and Management; Liaoning, Shandong, Jiangsu and Fujian Provinces, Peoples' Republic of China (PRC)
- St. Mary's Cement Greenfield Quarry EIA and ARA Applications, Ontario
- Brighton, Presqu'île Species at Risk Conservation and Restoration Planning, St. Mary's Cement, Ontario
- American Badger Strategic Assessment of Range and Soils/Habitat; Creation of Innovative Recovery Tools, Ontario
- Mai Po Wetland EIS and Conservation Planning Investigation, Hong Kong, PRC
- Niagara Waterfront Planning Study; Master Planning for Economic Rejuvenation
- Swan Lake Wetland Management Concept Plan, Weihai Province, PRC
- Rehabilitation of Pits and Quarries for Forest Production, Province of Ontario
- Rehabilitation of Sandy, Infertile Roadside Slopes, Province of Ontario
- Orinoco-Apure Regional Conservation; Screening Level Sustainable Development Planning, Apure-Orinoco Basin, Venezuela
- Elephant Conservation ENGO Observations & Opportunities, Confidential Exploratory Document prepared for the World Bank

Select Publications and Presentations

- Species at Risk - Accelerating Collaboration. Examples of Ontario and Global Programs. Prairie Conservation and Endangered Species Conference; Accepted and Scheduled, Calgary, February 2023
- How to be an Effective Environmental Witness. Presented at: Conservation Ontario Workshops; Lincoln, Newmarket, Kingston, Ontario; November – December 2022
- How to be an Effective Environmental Witness. Presented at: The 2022 Latonnell Conservation Symposium Workshop; Burlington, Ontario, October 2022
- When Everything is Significant How Do We Decide What's Important? Presented at: The 2022 Latonnell Conservation Symposium; Burlington, Ontario, October 2022
- First Peoples First, Past Time for a New Approach in the Global Extractives Industry. Tom Hilditch (Colucent) and Nati Garcia (Cultural Survival). Presented at: International Association for Impact Assessment Annual Meeting; Vancouver, May 2022
- Natural Heritage System Planning in Ontario, Challenges and Opportunities. Presented at: Ducks Unlimited Canada Workshop Series for Municipalities



(Lake Erie, Lake Huron, St. Lawrence River, Lake Ontario East, Lake Ontario West sessions); February – March 2022

- Innovative Opportunities for Industry-led Rewilding to Combat Climate Change Impacts. Tom Hilditch (Colucent) and Mike Williams (Ducks Unlimited Canada); Presented at: Ontario Stone, Sand and Gravel Association Annual Conference; Toronto, February 2022
- A Respectful Shared Knowledge Approach to Landscape Ecology. Tom Hilditch (Colucent) and Jennifer Ashawasegai-Pereira (Henvey Inlet First Nation); Presented at: International Association for Landscape Ecology – North America; Virtual Meeting; April 2021
- Red Squirrel: Automated Collection and Analysis of Biodiversity Data. Presented at: Latonnell Conservation Symposium; Alliston, Ontario, November 2018
- Provincial Policy Statement 2014: A Comparison of Recent Changes to the PPS with a Focus on Natural Heritage System Policies. Presented at: Ontario Bar Association; February 5, 2015; Toronto, Ontario
- Provincial Planning Statement and Environmental Protection. Presented at: Land Development & Planning Forum; June 17-18, 2014; Toronto, Ontario
- Innovations in Endangered Species Legislation. Presented at: 2nd World Biodiversity Congress: September 8-12, 2011; Kuching, Malaysia
- Endangered Species Legislation as a Stimulus for Habitat Restoration. Presented at: Society for Ecological Restoration 4th World Conference on Ecological Restoration; August 21-25, 2011; Merida, Mexico
- The Presqu'île Bay Species at Risk Outreach Project Case Study. Presented at: The International Association for Great Lakes Research 53rd Annual Conference on Great Lakes Research; May 17-21, 2010; Toronto, Ontario
- Endangered Species Act, 2007: A Private Sector Perspective. Presented at: Ontario Bar Association; September 11, 2008; Toronto, Ontario
- An Overview of Canadian Environmental Technologies. Presented at: Environment 2001 Conference; 4-8 February 2001; Abu Dhabi, United Arab Emirates
- Achieving Excellence in Natural Heritage Planning. Presented with D. Charlton and R. Hubbard at: Ontario Provincial Planners Conference; 2000 Niagara Falls, Canada
- Biodiversity Planning; Multi-layered Stakeholder Consensus Building, A Model for Success. Presented at: International Association for Impact Assessment Annual Meeting; 1998; Christchurch, New Zealand
- Provincial Wetlands Policy, Environmental Impact Study Requirements. Presented at: Society of Wetland Scientists; 1994; Washington, United States
- Woodland Evaluation Systems – Their Use and Application in Municipal Planning. Presented at: The Significant Woodlands Workshop, Ontario Ministry of Natural Resources; 1993; Dorset, Ontario
- Buffers for the Protection of Wetland Ecological Integrity – A Model for Buffer Determination. Presented at: International Association of Ecology 4th International Wetlands Conference; 1992 September; Ohio, United States



**Current Engagement &
Membership with
Societies & Associations**

- Conservation Finance Alliance (CFA)
- The Wildlife Society (TWS)
- Society for Conservation Biology (SCB)
- International Association for Impact Assessment (IAIA)
- International Association for Landscape Ecology – North America (IALE)
- The International Society for Ecological Economics (ISEE)
- Society for Ecological Restoration (SER)
- Society for Ecological Restoration (SER Ontario)
- National (US) Association of Environmental Professionals (NAEP)
- Ontario Stone, Sand and Gravel Association (OSSGA)
- Ontario Waterpower Association (OWA)
- The Ontario Home Builders' Association (OHBA)
- Building Industry and Land Development Association (BILD)
- The International Ecotourism Society