

RECREATION & PARKS:

Front Lines of Change

May 3-5, 2023

Hyatt Regency Hotel • 655 Burrard Street, Vancouver, BC

2023 BCRPA SYMPOSIUM Program Guide



Invitation from the President

Theme: On the Front Lines of Change

Welcome to Symposium, BC Recreation and Parks' flagship conference, hosted in-person in Vancouver and situated on the ancestral, traditional and unceded lands of the x^wməθk^wəÿəm (Musqueam), Skwxwú7mesh (Squamish), and səlilwətał (Tsleil-Waututh) Nations. This year's theme chosen by our conference planning committee, "On the Front Lines of Change," truly embodies the role each of us in the sector plays, as leaders and caretakers of our lands and communities.

This year's Symposium program has been designed to elevate our four 'Champion' pillars: physical inactivity, climate change, equity, diversity and inclusion (EDI), and reconciliation. We see the direct impacts of these four priorities every day within our sector in unique and prominent ways.

Session presenters will share promising practices and innovations on the front lines of change in programming. Many others will reveal new ways of being and doing that can support each of us with new tools to facilitate deeper collaborations and growth within ourselves, our sector, our diverse communities, and in stewardship of our natural spaces and places.

This year's keynote speakers are sure to inspire and inform. Rob Volpe, CEO of Ignite 360 in San Francisco, will open Symposium by demonstrating how best to put empathy to work and create belonging. Our closing Keynote speaker, Severn Cullis-Suzuki, Executive Director of the David Suzuki Foundation, will offer powerful climate and nature solutions based in justice, collaboration, and love.

Make sure to also save time to move and connect with your peers! Sign-up for our fourth annual Tour de BCRPA sponsored by Carscadden Stokes McDonald Architects Inc. and take advantage of the chance to explore the best of Vancouver's green spaces. Then join your peers and kick up your heels at Symposium's banquet and dance on Thursday evening.

To cap it all off, be sure to join your colleagues on Friday for a powerful \dot{m} orning led by our very own CEO, Katie Fenn. After two days of inspiration and connection, this workshop will provide you the method, tools and roadmap you need to take your change ideas home and bring them to life.

It's sure to be a dynamic and transformative conference. I look forward to seeing each of you there.

Donnie Rosa **BCRPA** President

General Manager, Vancouver Board of Parks and Recreation







Symposium 2023 Program and Events Advisory Committee

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Karin Carlson, Fort St. John

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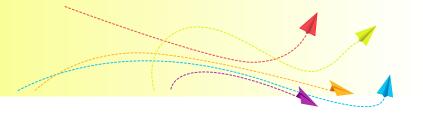
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Tour de BCRPA Sponsor:





At-a-Glance Schedule

TIMES	Wednesday, May 3	TIMES	Thursday, May 4	TIMES	Friday, May 5
7:30 am – 3:30 pm	Registration	8 :00 am – 3:30 pm	Registration	8:30 am – 9:30 am	Registration
7:30 am – 8:30 am	Morning Pastries and Refreshments	8:00 am – 9:00 am	Morning Pastries and Refreshments	8:30 am – 9:30 am	Breakfast
8:30 am – 9:00 am	Welcome and Opening Remarks	9:00 am – 10:15 am	Education Panels	9:30 am – 10:30 am	Workshop – Part 1
9:00 am – 10:00 am	Keynote	10:15 am – 10:30 am	Transition Break & Refreshments	10:30 am – 10:45 am	Break
10:00 am – 10:15 am	Transition Break, Marketplace Expo & Refreshments	10:30 am – 11:30 am	Sessions D	10:45 am – 11:45 am	Workshop – Part 2
10:15 am – 11:45 am	Sessions A	11:30 am – 11:45 am	Transition Break		
11:45 am – 1:15 pm	Marketplace Expo, Lunch & Networking	11:45 am – 1:30 pm	Awards & AGM Luncheon		
1:15 pm – 2:15 pm	Sessions B	1:30 pm – 1:45 pm	Transition Break		
2:15 pm – 2:30 pm	Transition Break & Marketplace Expo	1:45 pm – 3:15 pm	Dialogues		
2:30 pm – 3:30 pm	Sessions C	3:15 pm – 3:30 pm	Transition Break		
3:30 pm – 5:00 pm	Marketplace Expo Games & Cocktail Hour	3:30 pm – 4:35 pm	Closing Keynote & Prizes		
5:00 pm – 7:30 pm	Active Socials	4:35 pm – 5:00 pm	Free Time		
		5:00 pm – 6:00 pm	Cocktail Reception		
		6:00 pm – midnight	Banquet & Dance		



Registration Information & Fees



It pays to register early! Save the date and take advantage of the one early bird opportunity to save \$\$.



EARLY BIRD RATE DEADLINE ► Extended to March 10, 2023!

Don't delay, register online today at www.bcrpa.bc.ca/conferences/symposium

Members save even more! Learn more at www.bcrpa.bc.ca/membership/member-types-and-benefits/

May 3 - May 5 **SYMPOSIUM FEES**

Full Symposium registration includes daily morning refreshments, two lunches, refreshments at breaks, Wednesday evening Marketplace Expo Games & Cocktail Hour, Thursday evening Cocktail Reception, Thursday evening Banquet & Dance, and Friday Breakfast. **Separate fees** and registration apply for Active Socials on Wed, May 3.

Wednesday daily registration includes daily refreshments, Marketplace Expo lunch and Marketplace Expo Games and Cocktail hour. Thursday daily registration includes daily refreshments and Awards/ AGM lunch. Separate fees and registration required for Active Socials on Wed, May 3. Tickets to the Banquet & Dance on Thursday, May 4 are also available for purchase. Guest tickets for meals and evening activities must be purchased separately.

DATES	CATEGORY	MEMBER RATE	NON MEMBER RATE
	Full Registration	\$790	\$955
EARLY BIRD RATES (ending Mar 10, 2023)	Single Day Registration for Wed, May 3 or Thu, May 4	\$450	\$530
(ending Mai 10, 2023)	Single Day Registration for Fri, May 5	\$175	\$250
	Full Registration	\$895	\$1060
REGULAR RATES (starting Mar 11, 2023)	Single Day Registration for Wed, May 3 or Thu, May 4	\$500	\$600
(Starting Mar 11, 2025)	Single Day Registration for Fri, May 5	\$225	\$325
	Full Registration	\$420	N/A
STUDENT MEMBER RATES	Single Day Registration for Wed, May 3 or Thu, May 4	\$315	N/A
	Single Day Registration for Fri, May 5	\$100	N/A

Wed, May 3 **OPTIONAL ACTIVE SOCIALS**

ACTIVE SOCIALS ► Wednesday, May 3, 5:00 pm – 7	:30 pm
Tour de BCRPA sponsored by Carscadden Stokes McDonald Architects Inc. Bike and helmet rentals are included in the registration fee. Participants are welcome to bring their own bike and helmet.	\$80
Talking Trees! Indigenous led walking tour in Stanley Park	\$65

Registration Information & Fees continued

GUEST MEAL TICKETS

Meal tickets are available for those who would like to join us at our networking events.

If you have registered for 1 day, your daily registration includes morning refreshments and lunch on the day (as applicable), plus refreshments at breaks; tickets for meals on other days and evening activities must be purchased separately.

GUEST MEAL TICKETS	RATE
Wed, May 3 ► Marketplace Expo Lunch & Networking	\$73
Wed, May 3 ► Marketplace Expo Games & Cocktail Hour	\$55
Thurs May 4 ► Awards and AGM Luncheon	\$80
Thur, May 4 ▶ Banquet & Dance	\$130
Fri, May 5 ▶ Breakfast	\$60

Refunds & Cancellations Policy for Conference Registrations and Meal Tickets

A partial refund of 70% of the conference registration fee will be given for cancellations received prior to April 3, 2023. Cancellations made starting April 4, 2023 are non-refundable. Registrations are transferrable. All requests for cancellations must be submitted in writing by email to registration@bcrpa.bc.ca and received within the allotted cancellation times noted above.

Refunds & Cancellations for Active Socials on Wed, May 3

Cancellation requests for Active Socials received prior to April 19, 2023 at noon will a receive 100% refund. Cancellations requests received after the deadline are non-refundable. Registrations are transferrable. All requests for cancellations must be submitted in writing by email to registration@bcrpa.bc.ca and received within the allotted cancellation times noted above.

Register now to be a part of BCRPA Symposium 2023

Tel: 604.629.0965 ext. 221 registration@bcrpa.bc.ca

British Columbia Recreation and Parks Association • 301 – 470 Granville Street • Vancouver, BC V6C 1V5

For details, visit the Symposium web page: www.bcrpa.bc.ca/conferences/symposium/

CECs and CEUs

BCRPA Fitness CECs are available for attendance. Check-in procedures must be followed in order to receive CECs.

- Wednesday, May 3, 2023 one day attendance: 4.5 CECs
- ► Thursday, May 4, 2023 one day attendance: 3.75 CECs
- Friday, May 5, 2023 one day attendance: 2.0 CECs

Information on claiming credits are available on the website.

British Columbia Society of Landscape Architects (BCSLA) credits and Planning Institute of BC (PIBC) CPLs are available for attendance.

Policy on Conference Program Content

The presentations at Symposium belong to the presenters — BCRPA assumes no responsibility for any errors or omissions in the information presented. In addition, the views and opinions of the presenters are not necessarily those of the Association.

The Symposium program content is subject to change without notice.

Policy on Event Photography and Recording of Presentations

The policy on recording presentations and event photography is in effect.

All conference policies are available online at: www.bcrpa.bc.ca/conferences/policies/symposium

Registration Information & Fees continued



We have secured special group rates for accommodations for our delegates. Book early to avoid disappointment.

► Hyatt Regency Hotel

Book your stay at the Hyatt Regency Hotel Vancouver, just steps away from the conference! Group Rates apply for stays between May 2 and May 5, 2023. Standard room rates start at \$314 per night.

Discounted rates are valid until April 11, 2023 and are subject to availability.

Make your online reservation: www.hyatt.com/en-US/group-booking/YVRRV/G-RPBC

Learn more about the Hyatt Regency Hotel:

www.hyatt.com/en-US/hotel/canada/hyatt-regency-vancouver/yvrrv









WestJet Discount

WestJet is offering 5% off Econo* and 10% off EconoFlex and Premium fares for travel within Canada and 2% off Econo*, 5% off EconoFlex and 10% off Premium base fares for guests travelling Trans-border. No discount will apply to Basic or Business class bookings.

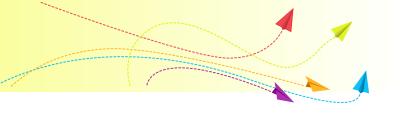
To take advantage of this offer, you will need the **DISCOUNT CODE: 5Z4B0UY**

Please visit www.westjet.com/conventions to make a booking online.

Discount is valid for travel between April 26, 2023 to May 11, 2023.

TRAVEL AGENTS, if booking in GDS ▶ use promo code: WNP71

Keynote Speakers





Rob Volpe • Putting Empathy to Work ▶ Wed, May 3 | 9:00 am – 10:00 am

Empathy is in short supply, yet in high demand. One study found 62% of adults are concerned about the inability to overcome differences of opinions, while one-third are unable to easily see the point of view of others. People are at odds even over what to do. Among CEOs, 79% say they struggle to be empathetic, yet 90% of Gen Z are more likely to stay at an empathetic employer. This is the empathy crisis and it affects us in our interactions with colleagues, as well as with guests to our recreation and parks facilities.

This keynote session will demystify empathy and will provide tools for attendees to build their empathy muscles in service and programming for their communities. There are four actions people can take, including practicing the five steps to empathy which will be shared during this presentation. Additionally, Rob will offer thought starters and words to use for handling difficult conversations at work and at play. At the end, participants will leave this presentation with a stronger skillset that can help them flourish in all their roles.



BIO: Rob Volpe is an astute observer of life and a master storyteller who brings empathy and compassion to the human experience. As CEO of Ignite 360, he leads a team of insightful, strategic, and creative professionals serving the world's leading brands across a range of industries. He is the author of Tell Me More About That: Solving the Empathy Crisis One Conversation at a Time. As a thought-leader in the role of empathy in marketing and the workplace, he is a contributor to Entrepreneur's Leadership Network and frequently speaks on the topic at conferences, corporations, colleges, podcasts, and with the media. He is a graduate of Syracuse University's S.I. Newhouse School of Public Communications, and lives in San Francisco with his husband and 3 cats.



Severn Cullis-Suzuki • Climate and Nature Solutions: Disrupting **Destruction with Justice, Collaboration and Love** ► Thu, May 4 | 3:30 pm – 4:30 pm

The twin climate and nature crises face all of humankind. But these crises, while catalyzed by humans, are not due to our human nature as a species, but rather to one specific mindset. Affecting literally all life on Earth, these existential crises are steeped in western, colonial and capitalist extractive ways of interacting with the earth and each other. Throughout the majority of human history, we have existed within and as part of nature – it's why people love parks, gardens and green spaces. In this keynote address, Severn Cullis-Suzuki will share her current thinking on these crises, informed by a childhood as a youth activist, study and research in ecology and anthropology and learning from Indigenous communities. She will talk about how urban parks and green spaces are critical in these pandemic times and why our path to face climate change and ecosystem breakdown must be one of justice and reconciliation, political collaboration and accountability, and ultimately, our human superpower, love.



BIO: Severn Cullis-Suzuki is a life-long activist for intergenerational justice. In 1992 at the age of 12, she famously addressed the UN Earth Summit in Rio de Janeiro, presenting again to the World Summit on Sustainable Development in Johannesburg in 2002, and again in Rio in 2012 for the UN Rio+20 conference. Severn is a founding member of the Haida Gwaii Higher Education Society, an Action Canada Fellow (2004-05) and co-editor for the book, Notes from Canada's Young Activists (Greystone Books, 2007). She has collaborated with filmmakers on several documentaries and hosted a number of environmental education television shows. Severn holds an MSc in ethnoecology from the University of Victoria and is currently a Vanier and Public scholar PhD candidate studying endangered language revitalization. After 14 years as a Board Member for David Suzuki Foundation, Severn became Executive Director in 2021 where she and the team work to protect nature's diversity and the well-being of all life. Severn lives in Vancouver, BC (the traditional territory of the Musqueam,

Squamish and Tsleil-Waututh First Nations) with her husband Judson Brown and their two sons.

Special Features

Wednesday, May 3

Marketplace Expo, Lunch & Networking ► 11:45 am – 1:15 pm

Grab your lunch and head to the Marketplace Expo to explore the newest products and services in the sector. Connect with your business contacts, meet new vendors and suppliers and start new conversations.

Marketplace Expo Games & Cocktail Hour ► 3:30 pm – 5:00 pm

Visit the Marketplace Expo and connect with vendors and suppliers from across the recreation and parks sector. Play games, win prizes and enjoy some appetizers and beverages. Take advantage of this opportunity to start new deals and strengthen partnerships with vendors, delegates and guests! All delegates are welcome.

OPTIONAL: Active Socials ► 5:00 pm – 7:30 pm

We are planning active recreation options for you. Get energized and inspired by Vancouver's beautiful outdoors (rain or shine).

Registration for these fun active socials is available separately from the conference registration. Click here to register.

RP1: Tour de BCRPA

Join us for our annual Tour de BCRPA! The bike tour will take you through Vancouver's beautiful Stanley Park along the seawall, overlooking the scenic views of downtown Vancouver, the North Shore, The Lion's Gate Bridge, as well as English Bay and the Westside. This tour is an easy 9-10 km ride on dedicated bike trails.

Bike and helmet rentals, and a complimentary souvenir t-shirt are included in the registration fee. Participants must sign a waiver form prior to the tour. Helmets are mandatory. Step through style bicycles are available for use.

After registering, please check your receipt for a link to confirm your bike height as well as t-shirt size.

*If you decide to bring your own bike and helmet, you are responsible for flat tire fixes and your own bike maintenance while on the tour.

RP2: Talking Trees! Indigenous led nature walk in Stanley Park

Join us for a walking tour around Stanley Park's Beaver Lake, guided by Talaysay Tours Indigenous Ambassador! We recommend that participants bring a water bottle and have good walking shoes with traction for this activity.

Thursday, May 4

Education Panels

▶ 9:00 am - 10:15 am

Two concurrent education panels will explore topics that can help you build the success of your organization and the health of your patrons. Education panels include:

P1: The Climate Imperative 101: The Role of Parks and Recreation in Building Resilience and Adapting to Climate Change

P2: Reconciliation Through Recreation, Sport and Physical Activity

Awards and AGM Luncheon

► 11:45 am – 1:30 pm

Celebrate the innovative work in the sector and catch up with what's happening around the province.

Cocktail Reception, Banquet & Dance ► 5:00 pm – midnight

Join us at the Cocktail Reception from 5:00 pm to 6:00 pm and the Banquet & Dance from 6:00 pm to midnight for some merriment.

The date of the event (May the 4th be with you) helped to inspire this year's theme, **Space Gala: Out of This World**. It's sure to send the fun-factor into the stratosphere! Prizes will be awarded for the best costume, so let your imagination skyrocket. All BCRPA members and conference delegates are welcome! Tickets can be purchased online.

Friday, May 5

Workshop: Pulling it All Together ▶ 9:30 am – 11:45 am

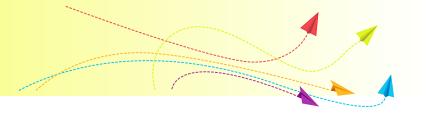
After two days of inspiration and connection, there are sure to be plenty of projects or change ideas percolating in your mind. This workshop is designed to provide you with the methods, tools, and clarity you need to make your ideas or projects come to life over the next year. You'll have the chance to learn quality improvement methods, develop a real-time partnership map, and create a quality improvement/project charter you can take back to your daily work life and apply right away.



	WEDNESDAY, MAY 3
7:30 am – 3:30 pm	Registration
7:30 am – 8:30 am	Morning Refreshments
8:30 am – 9:00 am	Welcome and Opening Remarks
9:00 am - 10:00 am	Opening Keynote: Putting Empathy to Work presented by Rob Volpe
10:00 am – 10:15 am	Transition Break and Refreshments
10:15 am – 11:45 am	 SESSIONS A A1 Building Inclusive Recreation and Sport Communities for Women, Girls and Gender Diverse People A2 The Role of Recreation and Parks in Addressing Climate Change A3 Indigenous Relations A4 Collaborative Service Delivery with Local School Districts A5 Navigating the Healthy Public Policy Pathway
11:45 am – 1:15 pm	Marketplace Expo, Lunch, and Networking
1:15 pm – 2:15 pm	SESSIONS B B1 Wellness At Work: Burnout Prevention and Awareness B2 Managing Multi-Use Paths in the Era of Electric-Assist Micro-Mobility B3 Developing an Anti-Racism Charter in Recreation B4 A Data-Driven and Equity-Based Approach to Prioritizing Infrastructure Projects B5 Developing Canada's Next Generation of Diverse Outdoor Leaders
2:15 pm – 2:30 pm	Transition Break
2:30 pm – 3:30 pm	SESSIONS C C1 Get Healthy(er) – A New Look at Men's Health C2 Nature In The City – Valuing Natural Assets in Calgary, AB C3 Top Tips in Promoting Healthy Aging in Community – Lessons from the Choose to Move Program C4 Recreation and Parks Professionals as Second Responders C5 Leading Change in a Post-Pandemic World
3:30 pm – 5:00 pm	Marketplace Expo Games and Cocktail Hour (all delegates welcome)
5:00 pm – 7:30 pm	OPTIONAL: ACTIVE SOCIALS RP1 Tour de BCRPA RP2 Talking Trees! Indigenous led nature walk in Stanley Park



	THURSDAY, MAY 4
8:00 am – 3:30 pm	Registration
8:00 am – 9:00 am	Morning Refreshments
9:00 am – 10:15 am	 EDUCATION PANELS P1 The Climate Imperative 101: The Role of Parks and Recreation in Building Resilience and Adapting to Climate Change P2 Reconciliation Through Recreation, Sport and Physical Activity
10:15 am – 10:30 am	Transition Break and Refreshments
10:30 am – 11:30 am	SESSIONS D D1 Creating Cultures of Belonging D2 Traditional Indigenous Ecological Knowledge in Parks Management D3 2SLGBTQIA+ Inclusion at the Vancouver Board of Parks and Recreation D4 Planning for Net-Zero Recreation Complexes D5 Digitizing Patron Feedback – A Starter's Guide to Implementing Modern Data-Driven Decision-Making in Your Team
11:30 am – 11:45 am	Transition Break
11:45 am – 1:30 pm	Awards and AGM Luncheon
1:30 pm – 1:45 pm	Transition Break
1:45 pm – 3:15 pm	DIALOGUES DL1 Climate Change DL2 Physical Inactivity DL3 Equity, Diversity and Inclusion DL4 Reconciliation
3:15 pm – 3:30 pm	Transition Break
3:30 pm – 4:35 pm	Closing Keynote and Prizes: Climate and Nature Solutions: Disrupting Destruction with Justice, Collaboration and Love presented by Severn Cullis-Suzuki
4:35 pm – 5:00 pm	FREETIME
5:00 pm – 6:00 pm	Cocktail Reception
6:00 pm – midnight	Banquet & Dance (Theme: Space Gala: Out of This World)



	FRIDAY, MAY 5
8:30 am – 9:30 am	Registration
8:30 am – 9:30 am	Breakfast
9:30 am – 10:30 am	Workshop – Part 1: Pulling it All Together facilitated by Katie Fenn
10:30 am – 10:45 am	Break
10:45 am – 11:45 am	Workshop – Part 2: Pulling it All Together facilitated by Katie Fenn

Educational Sessions



9:00 am - 10:00 am

Opening Keynote ► *Rob Volpe* **Putting Empathy to Work**

Empathy is in short supply, yet in high demand and remains mysterious to many. This keynote demystifies empathy and provides the tools for attendees to build their empathy muscles in service and programming for constituents. Learn about the five steps to empathy and thought starters for handling difficult conversations at work and at play. At the end, participants will leave this presentation with a stronger skillset that can help them flourish in all their roles.

10:15 am – 11:45 am

SESSIONS A ▶



Building Inclusive Recreation and Sport Communities for Women, Girls and Gender Diverse People — Christa Costas-Bradstreet and Mary Chow

Accessibility to barrier-free physical activity, recreation and sport participation is fundamental for all Canadians, however a number of systemic barriers preclude girls and women from participating in recreation. To address and overcome these barriers, CPRA is working to change facility use practices that traditionally favour boy's and men's participation and influence the design of recreation spaces and places that welcome girls, women and gender diverse people through fostering their sense of belonging. This session expands on the ongoing work initiated in 2020 and highlights processes, pilot projects and success stories.



The Role of Parks and Recreation in Addressing Climate Change — Sarah Henderson

The climate crisis is a huge and daunting global challenge, and it can be difficult for individuals and organizations to identify ways to address it. This session will cover climate projections for British Columbia and highlight two important roles for parks and recreation in the local response. The first is facilitating strengthened social connections within communities, and the second is building a deeper appreciation for nature and the planet we all depend on.



Indigenous Relations — *Trish McPhail*

Join Trish for a heartfelt presentation of her adoption story, followed by an open discussion. She will share how she came to learn the truth about being a 60's Scoop Baby, about how Canada's history was taught in a way that placed shame on her for being Indigenous and about how she became a cycle-breaker and a voice for change. As we move forward together, we should welcome opportunities to learn, unlearn, revisit and hold a safe space for one another. Every Child Matters, including those fully grown.



Collaborative Service Delivery with Local School Districts — *Kirsten Close, Jessica Land* and Robyn McConkey

Join session panelists to learn innovative ways that municipal governments work collaboratively with local school districts and leverage their collective impact to increase physical activity and create connected, healthy and thriving communities.

Navigating the Healthy Public Policy Pathway — *Jodi Mucha and Stephanie Neilson*

Navigating how to change or influence policy can seem like a daunting task. This conversation is designed to help you and your team better understand the pathway to creating healthier public policies. Come prepared to work on your own public policy challenges as we provide you and your team with tools to help you navigate the process and measure the effectiveness of policy change.



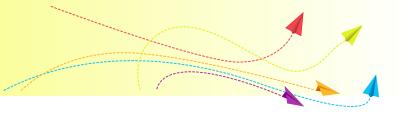












Wed, May 3 continued

1:15 pm - 2:15 pm

SESSIONS B ▶



Wellness At Work: Burnout Prevention and Awareness — *Kathi Cameron*

This interactive workshop will provide general information on the "what and why" of burnout while offering "real life" tools for prevention. The focus will be on individual lifestyle strategies, techniques and tools to help prevent or manage burnout while addressing the factors that help to create and support a positive working environment.



Managing Multi-Use Paths in the Era of Electric-Assist Micro-Mobility — Alex Bigazzi and Amir Hassanpour

Off-street/multi-use paths provide opportunities for recreation and travel protected from automobile traffic, but conflicts among path users are growing with the increasing popularity of cycling and rapid uptake of new electric-assist micromobility devices. In this session, we discuss our latest research to address the complexities of managing modern multi-use paths.



Developing an Anti-Racism Charter in Recreation — *Graham Mounsey*

In response to an escalation of racist and discriminatory behaviour locally and nationally, Recreation Nova Scotia embarked on a journey to create an Anti-Racism Charter in Recreation – an effort to create unifying guidelines for the rec sector to address and combat racism. The Charter was developed throughout 2022 with input from those most affected by racism via surveys, focus groups and training. Six months on from the launch, we will discuss the process to get to the creation of a Charter for recreation, adoption from the sector and lessons learned along the way.



A Data Driven and Equity-Based Approach to Prioritizing Infrastructure Projects — Steve Slawuta and Leila Todd

Like most communities, Vancouver has an aging inventory of recreation infrastructure that requires renewal. This session will provide an overview of how the Vancouver Board of Parks and Recreation's new Community Centre Strategy (approved in Spring 2022) developed a transparent, data and equity-driven approach to determining renewal priorities – an approach that can be replicated in communities of all sizes.



Developing Canada's Next Generation of Diverse Outdoor Leaders — *Fiona Hough*

Participation in outdoor recreation has seen some of the highest number of participants on record. Additionally, the last thirty years has seen Canada's population become more socially diverse than ever. So why has the face of the outdoor professional and outdoor employment sector remained predominantly white and male? This presentation will explore existing barriers for underrepresented communities and discuss lessons learned through the pilot phase of the Outward Bound Canada Training Academy, a program which seeks to increase access to professional outdoor training and diversity in the sector. We will also examine the skills that outdoor professionals need to respond to the evolving needs of outdoor participants.

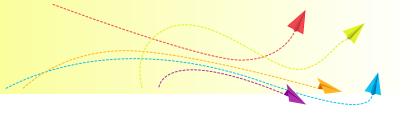












Wed, May 3 continued

2:30 pm - 3:30 pm

SESSIONS C ▶



Get Healthy(er) – A New Look at Men's Health — John Meldrum and John Buxcey

An interest in men's lifelong health has led to the development of a health intervention opportunity, Get Healthy(er). Get healthy(er) provides a framework for intentional action by fostering knowledge acquisition in environments that are diverse, equitable, inclusive and driven by scholarship. Get Healthy(er) is an adaptive physical activity leisure program targeting men aged 35-65. The intervention adopts personalized behavioral change strategies that will increase men's engagement in healthy lifestyle changes by targeting physical activity, healthy eating, sleep hygiene and mental fitness. Get Healthy(er) is a lifestyle intervention designed to connect with men and provide a catalyst for personal change.



Nature In The City – Valuing Natural Assets in Calgary, AB — Jillian Curley

Parks are some of our most loved types of civic spaces. The City of Calgary has recognized the value provided by these natural assets so they can be better protected, restored, managed and built. Parks staff at all levels have a role to play in improving the ability of our natural assets to provide ecosystem services for better community and environmental outcomes well into the changing future.



Top Tips in Promoting Healthy Aging in Community – Lessons from the **Choose to Move Program** — Sarah Lusina and Christa Hoy

As the population ages, we must provide opportunities for older adults to sustain their best health. Come learn about Choose to Move, a made-in-BC program that has created health benefits for over 8,000 older adults in collaboration with 100+ community service organizations. In this interactive session, we will uncover ways that you can mobilize healthy aging initiatives in your community.



Recreation and Parks Professionals as Second Responders — Kristen Johnston

Participants will leave this workshop with a "cheat sheet" on the science of motivation (or pathway of hope) and the science of connection. Together, we will explore how to position recreation providers as second responders and identify three key areas where change will be most impactful.



Leading Change in a Post-Pandemic World — *Jennifer Campbell and Roger Weetman*

With learnings from the pandemic and over 40 years of combined experience in leading change, the presenters will help participants gain new ideas and practical tips to lead change, whether they chose the change or not. Jennifer Campbell, author of Talking Change: Must-Have Conversations for Successful Leaders, will demystify the people side of change and outline the conversations needed to gain commitment and address resistance to change. Roger Weetman, Manager of Recreation in Whistler, will provide lessons learned from pandemic-related changes and how required operational changes were communicated and accepted by staff and the public.













9:00 am - 10:15 am

EDUCATION PANELS ►

P1 The Climate Imperative 101: The Role of Parks and Recreation in Building Resilience and **Adapting to Climate Change** — Panelists: Maya Gislason, Caroline Jackson, Angel Kennedy, and Tami Rothery. Moderator: Carmen Gonzalez

Local parks and recreation activities strongly support climate action in cities and towns. This includes reducing greenhouse gas emissions and mitigating impacts, including building new net-zero facilities and reducing energy usage in existing facilities, but also building community connections, reducing the vulnerability of citizens, addressing emergency preparedness and response and adapting to the impacts of climate change through natural assets, green infrastructure, and urban forest and tree canopy. This session will provide background on the science of climate change and review federal and BC provincial climate frameworks. We will also explore the role of cities in climate planning and response and how parks and recreation staff play a key role in helping to meet the climate imperative. Participants will leave this session with an overview of climate science, knowledge of the broader policies, a sense of their important role in this work and will be armed with good examples and ideas to take back to their own communities.

P2 Reconciliation Through Recreation, Sport and Physical Activity

— Panelists: John Elzinga, Kim Leming, Jimmy Roney and Carol Sheridan. **Moderator: Jacquelyn Novak**

This panel presentation will highlight how reconciliation is being advanced through sport, physical activity, and recreation. Discussion will include the impact of I-SPARC's work implementing the Indigenous Long-term Participant Development Pathway within the sport sector. Perspectives will also be shared on how municipalities are taking action to meaningfully engage Indigenous people in their programs and services.

10:30 am – 11:30 am

SESSIONS D ▶



D1 Creating Cultures of Belonging — Ame-Lia Tamburrini

Build your professional skills to create safe, courageous and welcoming conversations in this experiential workshop. Together with other change-makers, you will learn and practice the foundational principles that allow all voices to be heard and leave with a conversational toolkit to bring diversity, equity and inclusion to life wherever you show up.



D2 Traditional Indigenous Ecological Knowledge in Parks Management

Description to come.











Thurs, May 4 continued

10:30 am - 11:30 am

SESSIONS D continued ▶



D3 2SLGBTQIA+ Inclusion at the Vancouver Board of Parks and Recreation — Christa Giles

As the number of Two Spirit, transgender and gender diverse (2STGD) people in our communities grow, so does our need to include them in our programs and spaces, as well as in our staff teams. Learn how the Vancouver Board of Parks and Recreation has adapted their facility signage and provided staff training to improve accessibility, offered exclusive fitness, public swim, and swim lessons for 2STGD people, and reviewed recruitment and hiring process and internal systems and forms to be more inclusive of 2STGD applicants. This session will include a run-through of the training package for 2STGD inclusion offered to daycamp leaders and an opportunity to brainstorm with other delegates about adaptations that can be brought to your own communities.



D4 Planning for Net-Zero Recreation Complexes — Ted Watson and Jeanne Na

Recreation projects face difficulty achieving net-zero aspirations due to their long hours, large attendance and high energy air, refrigeration and aquatics loads. How can you effectively plan for a net-zero recreation complex? This session will review planning basics and an overview of a range of net-zero recreation projects, with a focus on the Western North York Community Centre for the City of Toronto, which is on target to becoming Canada's first aquatic-based recreation centre to achieve net-zero energy. Here, we will unpack in detail the strategies to achieve net-zero energy, including the challenges, opportunities and pitfalls.



D5 Digitizing Patron Feedback – A Starter's Guide to Implementing Modern Data-Driven **Decision-Making in Your Team** — Kent Waugh, Jay Deo and Kim Funk

Customer feedback data supports program and experience enhancements and provides evidence to back funding requests. Responsiveness and engagement are critical for municipalities. You can benefit from systems to automate the feedback process for recreation programs and experiences. Take your first steps into data-driven decision-making by transitioning from paper surveys to digital data collection and reporting. This interactive session, led by The W Group and the City of Abbotsford, will show the steps to implement a seamless digital customer feedback evaluation process. Looking at the big picture, we will outline the available tools and how municipal staff can start confidently using data to enhance decision-making!

1:45 pm – 3:15 pm

DIALOGUES >

- **DL1** Climate Change Facilitated discussion
- **DL2** Physical Inactivity Facilitated discussion
- **Equity, Diversity and Inclusion** Facilitated discussion
- **DL4** Reconciliation Facilitated discussion











Thurs, May 4 continued

3:30 pm – 4:35 pm

Closing Keynote ► Severn Cullis-Suzuki

Climate and Nature Solutions: Disrupting Destruction with Justice, **Collaboration and Love**)

The twin climate and nature crises face all of humankind. But these crises, while catalyzed by humans, are not due to our human nature as a species, but rather to one specific mindset. Affecting literally all life on Earth, these existential crises are steeped in western, colonial and capitalist extractive ways of interacting with the earth and each other. Throughout the majority of human history, we have existed within and as part of nature - it's why people love parks, gardens and green spaces. In this keynote address, Severn Cullis-Suzuki will share her current thinking on these crises, informed by a childhood as a youth activist, study and research in ecology and anthropology and learning from Indigenous communities. She will talk about how urban parks and green spaces are critical in these pandemic times and why our path to face climate change and ecosystem breakdown must be one of justice and reconciliation, political collaboration and accountability, and ultimately, our human superpower, love.

Friday, May 5

9:30 am - 11:45 am

WORKSHOP ► Facilitated by Katie Fenn

Pulling it All Together

After two days of inspiration and connection, there are sure to be plenty of projects or change ideas percolating in your mind. This workshop is designed to provide you with the methods, tools, and clarity you need to make your ideas or projects come to life over the next year. You'll have the chance to learn quality improvement methods, develop a real-time partnership map, and create a quality improvement/project charter you can take back to your daily work life and apply right away.

















ROB VOLPE is an astute observer of life and a master storyteller who brings empathy and compassion to the human experience. As CEO of Ignite 360, he leads a team of insightful, strategic, and creative professionals serving the world's leading brands across a range of industries. He is the author of Tell Me More About That: Solving the Empathy Crisis One Conversation at a Time. As a thought leader in the role of empathy in marketing and the workplace, he is a contributor to Entrepreneur's Leadership Network and frequently speaks on the topic at conferences, corporations, colleges, podcasts and with the media. He is a graduate of Syracuse University's S.I.

Newhouse School of Public Communications and lives in San Francisco with his husband and three cats.



SEVERN CULLIS-SUZUKI is a life-long activist for intergenerational justice. In 1992 at the age of 12, she famously addressed the UN Earth Summit in Rio de Janeiro, presenting again to the World Summit on Sustainable Development in Johannesburg in 2002, and again in Rio in 2012 for the UN Rio+20 conference. Severn is founding member of the Haida Gwaii Higher Education Society, an Action Canada Fellow (2004-05) and co-editor for the book Notes from Canada's Young Activists (Greystone Books, 2007). She has collaborated with filmmakers on several documentaries and hosted a number of environmental education television shows. Severn holds an MSc

in ethnoecology from the University of Victoria and is currently a Vanier and Public scholar PhD candidate studying endangered language revitalization. After 14 years as a Board Member for David Suzuki Foundation, Severn became Executive Director in 2021, where she and the team work to protect nature's diversity and the well-being of all life. Severn lives in Vancouver, BC (the traditional territory of the Musqueam, Squamish and Tsleil-Waututh First Nations), with her husband Judson Brown and their two sons.



Session Presenters





SARAH LUSINA is the Director, Strategy & Partnerships with ACTIVE AGING RESEARCH TEAM (AART) and the Executive Director of the ACTIVE AGING SOCIETY. CHRISTA HOY is the Senior Manager of Program & Evaluation with AART. We are guided by evidence to implement, scale, and sustain innovations that enhance older adult health. In partnership with community-based service

organizations, we provide Choose to Move across BC.



DR. ALEX BIGAZZI is an associate professor at University of British Columbia in the Department of Civil Engineering and the School of Community and Regional Planning. His primary research areas are the dynamics of travel by foot, bicycle and emerging human-electric hybrid vehicles, such as e-bikes. He also studies traffic-related emissions and air quality and the opportunities for active transportation as a climate mitigation strategy.



JOHN BUXCEY is a PhD Candidate (Kinesiology) at the University of Victoria. A main area of his research focusses on population health. He is currently the lead researcher in an adaptive physical activity leisure feasibility study for men aged 35-65 (a priority population). The intervention uses behavioral change strategies in the prevention, reduction and management of disease associated with particular lifestyle behaviours. The information gathered in the study will be used to inform future interventions in this and other priority populations.





KATHI CAMERON'S experience and education allows her to combine lifestyle and health promotion, leadership theory and clinical psychology to the issues of workplace mental health. She has designed and facilitated programs for the Canadian Armed Forces for over 12 years, with a focus on mental resiliency and leadership.



JENNIFER CAMPBELL is a certified coach, seasoned group facilitator and author of Talking Change: Must-Have Conversations for Successful Leaders. She works with organizations to make a positive impact on business results and individual career success and satisfaction. Jen helps people improve their performance and lead change.



MARY CHOW, an Architect and Principal at HDR Architecture, has focussed on sport and recreation projects since 2004. Mary is a thought-leader and has had the privilege of speaking internationally on topics such as trends in recreation, universal design, and the use of social media in the design of facilities.



KIRSTEN CLOSE is a forward-thinking and relationship-based leader with over 25 years of experience in the public recreation sector. Currently the Manager of Aquatics and Community Wellness with the City of Richmond, her roles have included recreation services management, facility operations, community development, strategic planning, facility design and development, and project management. Kirsten has a passion for creating meaningful and healthy experiences, and believes that recreation plays a critical role in strengthening communities and improving

quality of life. In her spare time, Kirsten can be found playing with her dog, volunteering in her community and creating memorable experiences with her family.



CHRISTA COSTAS-BRADSTREET has worked as a physical activity promotion specialist for over 30 years. She has worked with ParticipACTION, Hamilton Public Health and the Canadian Parks and Recreation Association. She currently works as a consultant. Christa also volunteers with the Canadian Fitness and Lifestyle Research Institute, KidSport Ontario, and the Canadian Sport Film Festival.



JILLIAN CURLEY – Biography coming soon.



JAY DEO is a recreation professional with over ten years of progressive municipal leadership experience. Jay's current roles with the City of Abbotsford include Assistant Manager and City Liaison for 55+ BC Games. Jay has advanced several municipal initiatives, including supporting strategic plans, implementing data-driven decisionmaking, organizing capital projects, and building community capacity.



JOHN ELZINGA is the General Manager of Community Services with the Cowichan Valley Regional District, with current responsibilities for recreation, arts and culture, and transit. He is a former president of the Recreation Facilities Association of British Columbia, and BC representative on the Canadian Recreation Facilities Council. Event roles John remembers fondly include chair of the 2008 Spirit of Cowichan Days, host at the 2017 National Aboriginal Hockey Championships, bid co-chair and local government liaison to the 2018 BC Summer Games, and

sport advisor and Parade of Athletes organizer for the Cowichan 2008 North American Indigenous Games.

Presenter Biographies continued



KATIE FENN is BCRPA's CEO. She has a background in quality improvement methods, having implemented and taught quality improvement across the health system. Some of her more notable improvements include scaling up the contact tracing response in the province during COVID-19, "Making Space" for Cultural Safety in Clinical Settings and addressing recovery after times of crisis. She holds an MBA from UBC, a Bachelor of Physical and Health Education, and Bachelor of Arts (Film) both from Queen's. She lives in North Vancouver with her young

family and spends as much time as possible outside on the local trails or running from one activity to the next.



KIM FUNK is a Business Systems Support Clerk for the City of Abbotsford Parks, Recreation and Culture department. Kim is responsible for database administration, implementing data-driven decision-making processes, software integration and testing and configuration for RecStaff, Xplor Recreation (formerly PerfectMind) and other business software for the last five years using her extensive operational experience.



CHRISTA GILES (she/her), Recreation Programmer II, 2SLGBTQIA+ Inclusion, Vancouver Board of Parks and Recreation, is a white, cis gender and queer person with an aquatics background. She also has significant experience in teaching textile crafts and play based movement arts. She is currently working on completing a Bachelor of Recreation Management at Langara. Christa enjoys challenging instructors and peers on increasing inclusion of trans, fat, and disabled folks in recreation and sport settings.



DR. MAYA K GISLASON is an Associate Professor at Simon Fraser University's Faculty of Health Sciences, a Michael Smith Foundation for Health Research Scholar, faculty co-lead of the Planetary Health Research Group in the Faculty of Health Sciences and the founder of the Research for Equitable Ecosocial Transformation (RESET) team at SFU. As a climate change and health equity scholar, Dr. Gislason draws from her degrees in Women's Studies and Sociology to teach and guide research teams in developing Equity, Diversity and Inclusion (EDI)

and intersectionality informed evidence generating tools and processes. Dr. Gislason works with communities to address the impacts of climate change on equity deserving and sovereignty seeking groups and with children and youth to advance the field of supporting their mental health resilience and leadership in the context of climate change. Dr. Gislason's research focuses on connecting theory to practice and helping address real world challenges, such as climate change, with a particular focus on women and children's health.



AMIR HASSANPOUR is currently a PhD student in the Department of Civil Engineering at University of British Columbia. He holds a Master's degree from UBC and a Bachelor's degree from Sharif University of Technology. His primary research interest is emerging transportation technology and policies to create an equitable and sustainable transportation system.



DR. SARAH HENDERSON is the Scientific Director of Environmental Health Services at the BC Centre for Disease Control and the Scientific Director of the National Collaborating Centre for Environmental Health. She oversees a broad program of applied research, surveillance and knowledge translation to support evidence-based environmental health policy and practice in BC and across Canada. She has been studying the population health effects of climate change for more than 20 years.



FIONA HOUGH (she/her) has held a variety of positions in outdoor, experiential and wilderness education and mental health fields. She is currently the National Curriculum Manager for the Outward Bound Training Academy, a federally funded program which seeks to increase access to professional outdoor training and diversity in the sector.

Presenter Biographies continued



CAROLINE JACKSON is the Director, Climate Action, Natural Systems and Biodiversity at the District of North Vancouver where her team works in partnership with departments across the organization to advance the District's response to the climate and ecological emergency. Caroline holds a BSc in Biology and Computer Science from Simon Fraser University and a MSc in Zoology from the University of British Columbia. She has over 20 years of experience working in the municipal, provincial, federal, and non-profit environmental sectors.



KRISTEN JOHNSTON is the Clinical Director at Juniper Counselling and an adjunct faculty member at Adler University. With over 25 years working in the mental health field, she believes healing starts in community.



ANGEL KENNEDY is the Research Manager for the Researching for Eco-Social and Equitable Transformation (RESET) Lab, a PhD student at Simon Fraser University, Researcher for the Environment, Community Health Observatory (ECHO) Network, and Early Career Coordinator for Ecohealth International. Angel actively engages in the dynamic space of intergenerational equity-oriented climate change policy formation, including through research contracts and presentations to various levels of government and workshops on youth engagement. Her

work focuses on research at the nexus of eco-social health, asset-based approaches, intergenerational equity, equity-informed knowledge exchange, and co-benefits. Angel's research is supported through a Social Sciences and Humanities Research Council Fellowship, and an award from the Initiative for Digital Citizen Research program.



JESSICA LAND is Manager Recreation Services, Community Development at the Vancouver Board of Parks and Recreation. She is a key staff member working in partnership with the Vancouver School District. Jessica holds a Bachelor of Arts degree in Criminology and a Masters in Business Administration. Jessica spent 15 years with the Vancouver School District working in Community School Teams and Enhanced Services. In the last five years, Jessica has been with the Vancouver Board of Parks and Recreation where her portfolio includes oversight of four

community centres and city wide services – Access Services, Community Youth Development and Urban Park Activation. Much of Jessica's work is focused on community development, partnerships, reducing barriers and supporting folks who face systemic marginalization. Creating opportunities for community connectedness and social belonging are significant pillars of this work. Jessica is a mother to a precocious 11 year old and enjoys travelling, walking and gardening.



KIM LEMING is Provincial Coordinator of Sport for Life Programs at I-SPARC – Indigenous Sport, Physical Activity & Recreation Council.



ROBYN MCCONKEY is Park Services Supervisor with the City of Prince George and manages the City and School District 57 Shared Use Agreement. Robyn graduated from University of Alberta with a BA in Recreation Administration and worked in the not for profit, City of Calgary recreation and the University of Calgary Be Fit for Life Centre before moving to Prince George and getting a job as a Recreation Coordinator with the City of Prince George. Robyn has worked in various positions and different divisions in her 24 years with the City of Prince

George before taking the role of Park Services Supervisor, managing the City's recreation delivery system through community associations and community use in SD 57 facilities through the shared use agreement. Robyn and her team are committed to enhancing park and recreation service delivery in Prince George and are responsible for public and user groups and use of park, sport fields and outdoor facilities, park and recreation partnerships and agreements, park events and tournaments and visitor services. Robyn lives in Prince George with her husband and three teenage boys, enjoying being active in all things outdoors.





TRISH MCPHAIL is from the Kitasoo and Heiltsuk First Nations. She is a 60's Scoop Survivor and a cycle-breaker with a strong passion to help educate, unlearn, revisit and inspire others to widen the lens in which they see Indigenous Peoples. What she has come to understand is that there is a blood memory that is so strong, that our beautiful way of being is woven into the core fibres of who we are. Knowing where you come from helps us walk taller, and embracing who we are speaks volumes of our incredible resilience.



JOHN MELDRUM is a faculty member and past Director of the School of Exercise Science, Physical and Health Education at the University of Victoria. His research focusses on the impact of leisure on life transitions, in particular, aging and retirement.



GRAHAM MOUNSEY is a Program Manager for Recreation Nova Scotia, leading and supporting projects big and small across the province. Before immigrating to Canada in 2018, he worked for sport governing bodies in Scotland. His background is in sport science and sport development with a focus on fostering more sustainable and inclusive clubs, facilities and competition structures.



JODI MUCHA is Executive Director of BC Healthy Communities Society. She has a Master of Science in Environment and Management and over 23 years of healthy communities experience working both at the local and international level. Jodi has a strong background in engagement and leadership, community change and practice-based research. She provides expertise in multi-sectoral collaboration, systems thinking and practical approaches to understanding the links between the social determinants of health.



STEPHANIE NEILSON is the Evaluation Lead at BC Healthy Communities Society. She brings over 10 years of evaluation and research experience that includes looking at capacity building and how research influences policy and what that looks like. Stephanie holds a Bachelor of Arts in International Development and a Master of Science in Rural Planning and Development from the University of Guelph.



JEANNE NG is a Principal at MJMA Architecture & Design. She has been instrumental in furthering MJMA's architecture and community engagement goals since 1997. She is currently the Project Principal for the Western North York Community Centre, which is on target to be Canada's first net-zero aquatic-based community centre.



JIMMY RONEY is Program Coordinator of the Ultimate Spirit program at BC Ultimate.



TAMI ROTHERY is a Senior Community Energy Manager, and lead of the Built Environment Service Area with the Community Energy Association. With over 15 years spent in local government, post-secondary, not-for-profit, and private organizations advancing the balance between profit, planet, and people, Tami's experience includes coordinating over \$7M in grants and project implementation for solar PV and battery storage systems, electric vehicle charging stations, LED streetlights, community and corporate energy and emissions planning, green fleet

studies, and electric parks equipment replacement programs. Tami has an Applied Policy Studies degree, is a Certified Sustainable Building Advisor, and has training in Natural Asset Management, high-performance leadership, and project management. As a passionate community leader, Tami is a firm believer in working collaboratively to find opportunities to create resilient, netpositive systems that improve quality of life for all peoples and that empower community members to create the changes they wish to see in the world.

Presenter Biographies continued



CAROL SHERIDAN is the Manager of Parks and Recreation in Oliver on the traditional, ancestral and unceded territory of the Osoyoos Indian Band and people of the syilx (Okanagan) Nation. She has enjoyed a career in recreation programming and facility spanning over two decades in BC including previous positions with City of Penticton, the Town of Osoyoos and Recreation Excellence. Her ongoing journey in learning about and promoting truth and reconciliation through recreation is supported by the relationships she has fostered with local

Indigenous community leaders as well as her own experiences, education and lifelong love of land-based activities.



STEVE SLAWUTA is a partner at RC Strategies and has worked with hundreds of communities across seven provinces and territories over the past decade. He brings diverse skill sets and perspectives to his recreation and parks consulting work, having previously worked in professional sports and the not-for-profit sector. Steve lives in Surrey, BC.



AME-LIA TAMBURRINI is the founder of Hum Consulting and host of the Circle of Change podcast. As a trauma-informed facilitator and change-maker, she creates brave spaces for organizations and communities to compassionately decolonize old ways of being and embody diversity, inclusion and belonging.



LEILA TODD is a senior planner with the Vancouver Board of Parks and Recreation. Leila has played a key role in a number of important projects, including VanSplash and the Community Centre Strategy. Leila has an undergraduate degree from Simon Fraser University in Ecology and a Master of Landscape Architecture from University of Guelph. She is a member of BC Society of Landscape Architects and Canadian Society of Landscape Architects.



TED WATSON is a Partner at MJMA Architecture & Design, who focusses on the design of comprehensive public spaces, collaboratively leading the design process of many of the studio's most challenging and ambitious projects. He brings 25 years of community recreation design to MJMA's municipal and academic projects.



KENT WAUGH has served as a professional marketing strategist and researcher for the past 38-plus years. He has worked with clients across numerous sectors, including more than four dozen local governments. As Managing Partner of the W Group, Kent and his team of 10 now focus on building fully integrated, holistic programs that drive the highest levels of customer experience, community engagement and organizational performance.



ROGER WEETMAN is a respected community development and strategic management professional with over 25 years of experience in a leadership capacity. He is the Manager of Recreation in Whistler and is responsible for operating key community amenities, including Whistler's main recreation centre, an outdoor skating rink and a Nordic ski area.