



# Ripple Effects 2025 Topic Requests



Listed below is a summarized and categorized **list of the session topics we're seeking presenters** for, grouped by potential streams:

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## 1. Staffing, Leadership & Workforce Development

- **De-escalation in the workplace** – Within the workplace and with patrons.
  - **Post-incident staff support** – How to care for staff after life-altering events.
  - **Middle management training** – Rebuilding leadership lost during COVID.
  - **Work ethics for young staff** – Supporting and inspiring new workers.
  - **Empowering staff to teach more** – Inspiring instructors to take on more hours or advanced classes.
  - **“Grey Watch” trend** – Supporting adults returning to aquatics careers
  - **Recruitment gaps** – “Where have the specialists gone?” Lack of interest in higher-level certifications.
  - **What younger staff want** – Under-24 panel on workplace needs, work-life balance.
  - **Creating workplace fun** – “Fun squads” and community-building at work.
  - **Staff resiliency** – Building long-term resilience in teams.
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## 2. Swim Lesson Quality & Retention

- **Stronger swim lesson delivery** – Tips for effective instruction.
  - **Graduation criteria** – When and how to advance students to free up spots.
  - **Public education** – Translating aquatics language to parents (especially newcomers to Canada).
  - **Adaptive swimming** – Inclusive swim programming.
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## 3. Inclusivity, Diversity, Equity, Accessibility (IDEA)

- **Trans inclusion in aquatics** – Research on gaps between policy and practice.
- **Serving unhoused populations** – Balancing facility use with public safety.

- **Community buy-in for inclusion** – How to engage public on equity issues (trans, cultural, unhoused).
  - **Language & cultural barriers** – Translating swim program steps to various communities.
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#### 4. Industry Partnerships & Research

- **Post-secondary collaboration** – Connecting practitioners with academic researchers.
  - **Becoming practitioner-academics** – Conducting unbiased applied research in the sector.
  - **Aquatic health research** – Update on chlorine disinfection byproducts.
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#### 5. Facilities, Operations & Trends

- **Hot/cold feature demand** – Managing growing interest in saunas, hot tubs, cold plunges, etc.
  - **Balancing pool usage** – Managing therapy, leisure, and lesson demand.
  - **Architecture & rejuvenation** – Current trends in pool design and upgrades.
  - **Water quality strategies** – Strategic practices for optimal pool water.
  - **COVID's impact on aquatics** – Reflecting on changes and long-term effects.
  - **Segregation vs. integration** – Balancing diverse user needs with public access.
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#### 6. Motivation & Personal Growth

- Resilience, self-motivation, and pushing comfort zones.
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