

Video – Safe Sport to Safeguarding: 2025 Panel, Isaiah Clelland, Dr. Julie Stevens, Dr. Taylor McKee, Stevey Hildebrand, Jenna Cernjul, Zach Heipel, Aabroo Kaur, and Coach Tony

### Transcript

Okay - so welcome tonight to our safe sport to safeguarding event a couple housekeep keeping items to start we have coffee and cookies over here washrooms are behind the wall around the corner and then there's a water filling station if you just go down the stairs to the back there's water down there for those of you who are here and this is your first center for sport capacity event a little bit a little bit about the center the center for sport capacity is a hub for research student experiential learning and practical support to sport organizations. I would now like to introduce Isaiah who is a second-year master student here at Brock. He will be giving an educational presentation about safe sport to start us off tonight and then yeah without further adieu, please welcome Isaiah.

Thank you Charlie. I've been at Brock for six years now this is like my swan song performance before I head off and go somewhere else so I'm excited I got to bring all various community members in I've been stuck writing a thesis and I don't know if you know anything about writing a thesis but it's a lot of staring at a computer so it's just great to see some faces thank you okay so I'm just going to go over quickly what the schedule is the outline for this evening.

The outline for this evening is going to be from 7 to about 7:30 I'm going to give a quick presentation about safe sport and safeguarding you've probably heard the term safe sport may not have heard the term safeguarding we're going to figure out what are the definitions of those what are the differences and let's really get into that and then we're going to have two panels the first panel is going to be called what I wanted to call in the game these are your coaches athletes we even have a sports therapist and someone who's working within that space the medical space which I am not in the medical space and they are the people who are like in the game and I wanted to talk to these people what's it like when you're in that moment like you're dealing with these pressures of having to somehow tell a 10-year-old that they need to go to the Olympics and then we have the other end is the spectators the people the fans in the stands and these are the people who are watching this all go down and you maybe are the person who's throwing the water ball in the ice because you're mad or maybe you're the person who's going "Wow that person's throwing the water ball in the ice and I'm that's wow."

So we wanted to talk to those people about the spectators who are also in the stands because those are the people who are probably paying for the 10-year-old to get to the Olympics and have their own ideas of what sport should be so I wanted to have those two different lenses all right so now we'll get into the educational presentation first of all who am I've been at Brock for the last six years through the sport management program both at the undergraduate at undergraduate and now at the Master's level in my third and fourth

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year I started working with Dr. Curtis Fogel and he showed me a book called “Human Rights in Youth Sport” and from that I learned all these various issues that human rights but specifically for youth athletes what are youth athletes facing that are maybe not particular for adult athletes and what are the certain things we need to think about the first thing that brought me to was what if you're a 15 year-old who is doping in sport- how did that happen?

Well, we were at watching the 2021 Winter Olympics 20 I don't know they kept changing the years it was the Winter Olympics in the early 2020s and there was a 15-year-old figure skater caught doping and I was like that seems odd why is a 15-year-old doping and that led me to analyzing that and thinking maybe there's other people helping out this 15-year-old who's doping at the figure skating at for figure skating at the Olympics maybe their coach is helping them kept asking these questions head into the master's program where I now am continuing to study malreatment abuse and anything that's going on with that space I was like what am I going to do for my research project?

I had been a coach since 2022 and I'm still a coach today for the past 3 years and I was in my sport organization and there was a malreatment report within my sport organization that was a weird moment that person I knew very personally i was scared i had to somehow run a volleyball practice after hearing about this and just continue to operate like it's all okay this is just a small story of what many other people are experiencing right now there's a lot of new policies coming in and we don't really know what to do i don't know what to do I'm trying to figure out what to do and I'm trying to bring you all in here today to figure out what to do my own very first experience.

I remember I was 7 years old playing house league hockey which is the absolute lowest level of hockey and we were at the provincial quarterfinal and I if you can imagine was very small 80 no I was 50 lb and someone accidentally touched me and when you're 50 lb and someone accidentally touches you fly across the ice so I flew and a penalty was called and that did not make the coach on the other team happy so they decided to start swearing and throwing water bottles and got kicked out of the game and I remember so fondly about being 7 years old and playing house league hockey and thinking "Wow this is normal." And honestly I didn't really think of anything at the moment I just kept working hard and we won the game 3-2 and that's what's important okay got that done definitions so as someone who's been in this space let's get to down to the definitions.

The first one is malreatment these are acts that can result in the potential harm or can result in physical injuries and or psychological harm this is broken down specifically when someone is studying this type of stuff and we're trying to report these types of issues we're thinking specifically about the critical relationship so this is an athlete usually depending on someone this can be a parent you can be depending on a coach you can be depending

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on anyone that you need to help take care of your needs an athlete is looking at these people for in that critical relationship which can lead to neglect you can feel neglect as an athlete so that's not meeting your basic needs whether that's not having enough water or any other type of basic need that you need as an athlete to be taken care of your mental health you need more support that is the types of things that you're seeing with neglect sexual abuse is a single time occurrence where it is a any type of sexual suggestion or sexual interaction between some two people physical abuse is there is a physical. It's again a single experience and it's where it's leaving a physical marking on the athlete and then you also have emotional and psychological abuse which is often the type of abuse that's been normalized within sport and it's that type of stuff you're seeing with when I was seven out on the hockey rink so that is something that we've come to see that is a bit expected maybe it's your coach that's aggressively yelling you at you that you're not good enough and you need to be doing better that could be an example of psychological and emotional abuse or it could even be a physical action but not directed at the athlete.

So let's say I'm throwing my chair or breaking my clipboard that's technically not physical abuse because I'm not hurting the athlete but it is emotional abuse on the person who's receiving it within the types of reporting for malreatment we also have not up there but we have discrimination and you can have grooming which is narrow reporting and some other yeah so grooming or and breaking a boundary fits within the scope of malreatment I'm going to go walk over to the other side because I actually need every slide here okay so we also have safe sport that is removing all forms of malreatment from sport now we are comparing safe sport to safeguarding so with safe sport you are simply saying we need to get rid of you out of the system so you're a coach who's done something bad you are now sanctioned you are removed from sport and the overall goal is we cannot be having any of those previous forms of malreatment that we just saw on the on the previous slide we cannot have that anymore in sport it's just let's get rid of it let's get it out that is kind of the space we are coming from and the reason all this is a big issue right now is because we're seeing at levels where there we thought shouldn't really be abuse this is not at the elite level this is all at community levels and youth sports about 82 or 84% of athletes are experiencing at least one form of those defined malreatments so whether it's emotional abuse physical abuse sexual abuse something like that 82 to 84% of athletes this one's from Australia.

And we got another one from Canada here are athletes are experiencing that the highest amount is with emotional abuse that's the one that I was saying that is a normalized amount of abuse with 76 to 81% and then physical abuse with 40 to 66% and then sexual abuse which is 27 to 38% so those are the three types it's way too high of percentages that's why we're all here that's why we wanted to talk about it and that's why we're going to

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continue going on so then we need to make some changes out of this all of this is very new stuff reporting people reporting people to a third party process the government in Canada in 2019 said we need to remove maltreatment following the safe sport thing we need to remove all maltreatment from sport in 2019 so then we bring in the universal code of conduct which is this document that outlines all those definitions I gave you and says this is not allowed that document then was then enforced by the OSIC or the office of the sport integrity commissioner and they would now be a third-party reporting service rather than telling your coach hey you're abusing me you can go tell someone else because we're reducing that power dynamic so that was initially the idea of why we created all this.

Following 2019 did it work well the OC OS and the UCS UCCCMS were only required for national sport organizations so those are the ones who are dealing with your athletes that are going to the Olympics most often but are also setting the precedent for maybe some of those lower level athletes but they're not working directly with them so if I was an athlete who was playing for my community hockey sport organization I would not be able to report using this OSI process anyways and you here's a list of various places you could go to so if you're with the Ontario Hockey Federation you're going to Sports Complaints if you're going to Lacrosse Ontario you got to report to Lacrosse Ontario if you're going Basketball Ontario you're also just reporting to Basketball Ontario if you're going to Ontario soccer they have their own third system swim Ontario has their own third system but somehow through Swim Ontario.

Everyone has a different system none of it is aligned it's a really weird space that we're all in right now so it was kind of an odd execution there's a fear to even report maltreatment because of all the different pressures you have the first fear that was that I have here is the fear of exclusions so if I report maltreatment and there's only I live in a small community of like north northern Ontario I report my coach now I don't have a team I don't want to be left out of playing sports because this is my only thing I can do because I come home from school and I just want to play sports so if I report my coach who's being mean to me I don't have a team anymore so I don't really want to do that fear of not being believed if you are an athlete you are very vulnerable you're a 14-year-old and you're about to say that this coach who has all these accolades is someone who's doing something that maybe isn't the best well you're probably not going to be believed because your entire organization is run by adults and they all trusted that person so now you're telling me that all those people in that organization who trusted that person who are also adults and know what they're doing are now going to trust a child talking out against them so that's probably another reason we have a fear to report maltreatment there's the fear of punishment let's say you have a sexual relationship with an adult you probably don't want to disclose that because that would be something that's very embarrassing and you would not want to disclose that for

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breaking the rules or the fear of gossip if you report this everyone in your club is going to talk about it so you probably don't want to say anything there's also the fear of being reported.

So when a safe sports system if I'm a coach once I get reported my entire career is done so the thing we have here though is that this this belief really isn't true like it's very difficult to deal with we have that false accusations are really rare they're not happening but there's a belief that does persist that somehow coaches are going to be attacked by these complaints as I just showed on the previous slide five to 10% of athletes are coming out and even making this report because of all those fears but there is the belief that false accusations are somehow going to happen beyond that it is very rare but it is something we do have to acknowledge so this other fear leads to actually improper ways of going about dealing with maltreatment. So now coaches are avoiding any touch of an athlete I think about I talked to my supervisor they have a kid who's in gymnastics and they're four years old so when their four-year-old kid goes up on the bars and all of a sudden is falling as a coach I'm scared to touch an athlete for being reported and now their neck is broken which seems like dangerous to itself.

So we need to be thinking a bit more maybe I need to have a discussion with the parents and athletes about how I'm going to be touching your athlete rather than being scared to look at them or touch them in the wrong way and then along with that we avoid any effective relations with the athletes I don't want to be seen talking to them or near them because I don't want to get reported so that is the fear of being reported from the coach's perspective so I've been thinking we need to move from safe sport to safeguarding along with a lot of other people within this space and safeguarding I have as the definition is a prevention-based model rather than reactionary safe sport is someone's doing something bad to me I'm going to go report them safeguarding is getting ahead of it we're creating an environment that doesn't allow that to happen it's rooted in human rights principles the human rights I was studying earlier with the athlete needs at the forefront of the management that means rather than we need to win we're thinking about what does the athlete need maybe they do want to win but maybe they just want something to get out of sport like the 99% of athletes who aren't going to the Olympics and then the benefits of sport again apply to all participants it's for that person who just wants to try sport it is that person who's going to the Olympics and it's everyone who's in between all of that so what does safeguarding actually mean okay we're moving from a stick approach to carrots.

Now Dr. McKee will bring up we still do need sticks at some point and he'll probably talk more about that today we do need punishments we need sanctions those are important structures I'm not saying we are abolishing removing any of those structures but we also

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need to be thinking about carrots which are how are we reducing a system where athletes are in like the coaches can get away with this other people of trust can get away with this we need to think of a system of actually providing information creating funding structures that align with reducing maltreatment so a lot of funding right now is based on the success of national sport organizations but if we have our success is the number one priority for your small sport organization because you're a water polo player and now you need to go win at the Olympics and if you don't win at the Olympics then seven-year-old water polo player has no dreams of playing anymore then maybe we're going to try and make sure we do things to get that gold medal at the Olympics so that's our current funding model maybe we should be thinking about we actually just want people to be participating in the Olympics sorry participating in sport so we are now going to change how we are formatting how our sports structures are worked and how we fund these organizations which are often funded by the government.

So I also have another visual here I called it the silos of the sport environment we have our initial let's say this is the possibility of maltreatment at the top here in the blue and then a sport sanction under safe sport removing that one person from your system you are still left with the same environment that led to that person who was able to get away with things this has not changed the environment you just got rid of one person and another person could go in and do the exact same thing that just they just got away with previously so this is a reactionary environment in safe sport where you saw someone do something bad that you didn't like and now we're coming in got rid of them through an intervention here and it's still the same environment with a safeguard a safeguarding style approach we have this initial thing we have our intervention of changing how we are funding our programs maybe changing how we are informing our coaches how we are checking on our coaches or how we are checking on with our athletes making those communication strategies and we are actually changing the sport environment for what is possible for getting away with maltreatment obviously we cannot get rid of all of it that's why we have sanctions that's why we have sticks for this approach but is making those small changes that I'm hoping that we can address today with our conversation and moving forward so that brings me to we're going to have a quick break as we move people up here but that's going to bring us to our first panel of in the game so as I said these are our athletes and coaching staff giving it their all so without further ado we have our four people Coach Tony, Jenna Abroo, and Dr. Julie Stevens coming up thank you.

So I want us first of all to get to get to really know our panelists why are they here so first of all just to keep it really easy let's start with your name how you're involved with sport and then was there a moment that led you to start thinking about safeguarding and we'll just go in order starting with Coach Tony here yeah I'm coach Tony my name is actually Gaston

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Maya but they call me Tony and I am a coach for U14 St Catharine's Rebels and I also have my own not-for-profit organization called Young and Gifted Niagara where I bring kids in to play some sports whatever sports they want to do and - what was the other question?

Was there a moment that kind of led you to thinking about like safe sport and safeguarding and Well after your presentation actually brought up a moment that I had as an athlete i was playing football for my high school and this has to do with neglect it was a time where I had the ball and I got hit with a helmet on my finger my finger kind of broke i went to my coach and I told him "Hey like I'm kind of hurt right now I don't think I can keep going." And he told me "Hey you know what this is football - you're going to get hurt." He kind of looked at my finger and he said "You're all right get back out there and I was like "All right this is football so I got to be tough." And I got back out there and for myself I thought that was normal but as I grew up I figured out that it wasn't so yeah and I think it's learning how to kind of deal with those moments and then as a coach now how do we teach athletes about what those moments mean oh yeah.

All right - same question for you. Your name how you're involved with sport and then if there was a moment that led you to start thinking about safeguarding yeah my name is Aabroo. I grew up playing competitive sports i played competitive hockey in lacrosse and then when I was in undergrad I was a varsity trainer for some of the university undergraduate varsity teams and then I was also a trainer for some high school teams back in Alberta and I'm currently a third-year medical student so a lot of my research focuses in sports medicine I would say the moment that kind of got me interested in sports medicine and safeguarding sport was when I was growing up and I was in a volleyball game and one of my friends got hit in the head with the volleyball quite hard and they were definitely very injured and they didn't say anything because it was a really big game and there was a lot of pressure to keep going and they started to get progressively more sick throughout the game and eventually they did speak up and the coach kind of told them to brush it off keep going and they played through the rest of the game and though we won the game they ended up getting really sick and it had some pretty long-term devastating consequences and after that I really was interested in safeguarding sport and getting into sports medicine that's awesome thank you

Dr. Julie Stevens - your name which how you're involved with sport and then maybe a moment and now you said you were very excited because you're again you are a profit at the school but you wanted to offer maybe that that coach athlete and maybe parent perspective for tonight so yeah thank you for inviting me to be on the panel about in the game so I can kind of talk about my own experiences so in sport hockey's my sport too I've been an athlete an official a coach a board member an advocate a researcher like you name it and a parent right in the sport and I think the turning point for me I played as a

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young girl with boys in the 70s in rural Ontario and have come through in different you know roles in the hockey system in various ways but it happened when I was coaching our youngest son in AAA boys hockey and basically I call it the year of living dangerously because the fathers on the team resented the fact that the association chose a mom instead of a dad and they were literally a pack of wolves all season and it got to the point where they were attacking our son psychologically and emotionally to get to me so it really triggered in me some concern and I remember a time where one parent was actually coming to the dressing room to basically possibly physically abuse me and other dads had to stop them from entering the room so you know it if you analyze sport as a researcher but when those personal experiences come it really shifts the lens so that would be my experience thank you.

And Jenna - we'll start with your name how you're involved with sport and the moment that led you to start thinking about safe sport safeguarding I'm Jenna Cernjul. I am a second year sport management student at Brock and I am a part of the varsity Brock women's lacrosse team and I have been for the past two years although I play lacrosse at school I grew up playing hockey and softball for the most part and one of the first times I feel like I really registered safe sport or safeguarding within sport is when I changed hockey organizations at the age of 13 or 14 changing organizations really put fresh people in front of me basically and I learned that all the experiences that I had had at my old organization were really toxic and that was through both my teammate setting and then the organizational setting as well i never had problems with my coach but I like noticed problems through having new experiences with a new organization and new people thank you okay so I'm going to ask them a couple questions if you have questions that if you have a question that comes up we're going to have a 15 minute period of questions at the end and then along with that you can go get your coffee refill so that's how this first panel is going to go and then we'll bring in the second panel as I'm asking these questions keep projecting keep using that coach and athlete voice so everyone all the way back to Taylor McKe can hear you and just make sure that these awesome answers can be thought of and then they can have some great questions for you at the end after we've gone through this so

Tony - I'm going to start with you again my question for you is what does safeguarding or safe sport look like to you and how is that seen in the various organizations you've worked with is it in the training or in the conversations or the recommendations that you have towards this whole space it's a good question what it looks like to me is it's kind of like having a car like I was telling Jessica like it safeguarding is preventative maintenance so if you have a car before you get your check engine light you kind of have to do your maintenance like your oil changes and all that kind of stuff and that kind of presents itself as the courses talks like this and just awareness to what safeguarding is just so people



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know what to look for when they see these things so just taking courses myself when I was taking the courses to become a coach there was a safeguarding course that kind of talked about the neglect the rule of two normalization for things like yelling I see coaches yelling all the time at kids and I didn't like it as an athlete and you know we just think that it's normal in the sports world that you have to yell at your athletes for them perform but it's not the case and what that looked like and I'll stick on the topic of neglect because now that I'm a coach I have kids that do get hurt specifically my own kid that gets hurt all the time and I do have to tell him that he has to sit out and other parents will look at it as that I'm trying to protect him too much or something like that but he is hurt and even though he's one of our good players I'm not going to kind of jeopardize his health just to win the game so a good example for that was just this past weekend we went to I think it was Grimby and I had a couple of my players that didn't come to the game so we were short already and two of my best players were hurt so I could see it on the court and one of the parents also noticed the child who was kind of limping running back and forth and I called him to the side and I told him hey like you look like you're uncomfortable like you got to come sit out and we're going to check it out and usually the athlete themselves will tell you "No I'm fine." Because they still want to go out there and play the sport and we do have a responsibility to kind of let them know like "Okay you know what we do need to take care of you before you can keep going."

And another example of why we were missing a couple players I have a player that had his appendix removed and this was very devastating he was out for about a month he came back to practice and his mom told me that he couldn't practice he could just watch the team and stuff like that so as soon as he walked in he said "Coach I'm playing." And I told him like "Hey you can't play like I don't have a clearance from your doctor or anything like that so I'm not able to let you play and sometimes you kind of have to have that conversation with the athletes themselves because they want to play and all that kind of stuff and that neglect is kind of letting them have their way or letting them play and that's what I'm going through with the sport right now so yeah I really liked the image of the car and keeping it in maintenance rather than waiting for the issue to come up I've had that issue many times with my car but I really like how you explained it it's a day-to-day thing like it's you come in as a coach and like every single day it's kind of like a new thing you have to face and you have to put it through like how am I going to tackle this issue and do it properly

Yeah, I really appreciate that Aabroo. I have a question it's how does safeguarding impact it's really adding on to what Tony was saying your day-to-day in what you do yeah so I would say from like a healthcare and a medical perspective historically there's been a lot of emphasis on sport injury management and recently there's been a big shift to preventing injuries

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which is really great and a big part of that is kind of changing the culture around winning at all costs and over the years I've seen some really nasty injuries come from this culture I've seen head injuries broken limbs fractured femurs. I've done CPR on people who I considered my friends and a lot of that comes from this really insane culture of just going through injuries no matter what to do what it takes to win and so a big part of what we do is trying to disassemble that culture and where like a health care practitioner comes into that is kind of one-on-one counseling whenever you see an athlete or a patient and reminding them that rest is a part of sport if you're injured it's okay it happens recognize when injuries happen and recognize what steps you can do to kind of protect yourself.

And also just general counseling around mental health and taking breaks that kind of thing that's interesting so like just like with dealing with injuries how are you possibly like stopping an athlete then from like going forward and trying to like break that rule and get back in or what are those pressures yeah so there's a lot of pressure from the athlete themselves because nobody wants to be benched or no one wants to sit out from a game something that they've trained so hard for sometimes there's pressure from family sometimes there's pressure from coaches sometimes there's pressure to make you know career advancements whether that's making like a varsity team or kind of getting to the next step so you really have to explain to the athlete what the consequences are of these injuries and like long term and if you don't take them seriously what that can do and also just reminding them that it's okay to take a break and to get better and then go back stronger thank you i I really appreciate the bringing in the winning at all costs part of this and how that that impacts your day-to-day it's very interesting.

Okay - Dr. Stevens - my question for you is how does the current environment of kind of what we're seeing in sports right now what I was presenting there compare to what you've seen years back as a coach and someone involved in this space so let's remember that our sports system basically is as old as Confederation in Canada so it's a system that's existed for a long time but probably the last 50 years the systems become more bureaucratic more corporate more elitist performance-oriented and so what I've noticed has changed because part of my life span that 50 years is the domination of the performance elitist values and if it's taken 50 years for us to get here my observation would be if we want to really flip the system around it's probably going to take us 50 years to undo it. But I think we can because the difference is - we're starting to hear the grassroots saying they want a better sport experience they want a safer sport experience and when you look at changing a system, it's not going to be top down with entities like Sport Canada and the federal government and the provincial governments that you know fund high performance sport is going to be our communities and our leaders in the sport clubs and associations that help us all participate and feel included and enjoy sport that are going to drive a

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change because 95% of the sport experiences are at that level of the system awesome i like the kind of the outlook what you're where you're taking with that and then but we are on the right track we do have to keep thinking about it and then yeah it's happening at the community level and I think that's like it's very shocking and you're like what are they battling for like it's not like it's going anywhere but it's the same values are still there and you can feel it everyone can feel it, yeah.

Jenna, as an athlete how involved have you seen athletes with decision making specifically with like goals and developing policy like how is an athlete's voice kind of in all of this so I'm going to talk more on the OUA basis for my last two years playing at Brock I've had two separate coaches or two separate head coaches and I've seen two very separate approaches on how the coaches want to involve their athletes in the decision-making process of how they're going to create a safe environment for the athletes my first experience was very focused on keeping each other accountable making the captains do the hard work almost and if you were to have a problem bring it up to captain or bring it up to me and there was pretty much that was the only policy or guideline that my coach ever came up with this season about two weeks in we created what was called the code of conduct for the team where we set out a team structured base of guidelines that we wanted to follow as a team to help create success so that was either through our dry season policy or if we have a problem what are our next steps as an individual as a pair as as many people as we need how are we going to solve that problem so focusing on things such as keeping our academics high or if we have a problem who are we contacting or who are we reaching out to and finding those outlets where we do feel comfortable and do feel safe reaching out if we do have a problem.

So this season I felt a lot more comfortable being able to share and give out my opinions through this code of conduct and then during my postseason interview which I had in my second season with the team and not with my first season as a team I went up to my coach and said this was a bad idea in my opinion I felt this code of conduct or this strong use of words was almost a detriment to the team in the sense that if someone doesn't follow this set of rules they're going to get in trouble and I don't want to be the person to rat out my teammate but they did something that went against these rules but it was always a fine line for every single one of us that we didn't want to put our teammates in a position where they may lose playing time but we also want to protect each other and protect ourselves under this set of rules that we had set for each other and signed off at a practice so instead of creating a code of conduct I told my coach through some of the learnings I've had at Brock University maybe creating a set of goals as a team instead of a set of rules for the team so creating goals such as instead of winning this game because we had talked about winning is everything and my team is not going to win every single game and I can guarantee that

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looking at how many ground balls can we get in a game how many shots on net can we get in game and have those small minor successes throughout the season instead of a shock because we lost two more games this weekend or if you're having a problem if you're struggling these are the people you can reach out to you can also reach out to this person or this person instead of you must reach out and using just a lot more softer words and removing that set of rules into a set of guidelines or or goals as a team i like the idea of reframing i like that like the communication was there and it almost seems like what you've experienced has kind of captured what we've seen overall the whole sports system kind of adjust like we're moving in the right direction but you're like now we have all these issues there's weird power dynamics i don't want to speak up so i like the idea of how it's reframing maybe to goals oriented positive oriented we're not just looking for like reporting negative things we can also report positive things and learn from that you can have both and i think that's awesome.

Okay, these next set of questions i'm going to send to two of you so this next one is for Tony and Julie and then the one after that is for Aabroo and Jenna. Okay so for -we'll ask Tony first this question what ways can we balance competitive development and athlete safety

Very tough question too. The ways we can balance it is just like she said is including the athletes in the decision- making of how it's going to be framed and how we're going to respond to whatever situation that they have because some of these athletes do have these problems that they encounter and just like when you're young you're going to have a solution into your head but it's not necessarily what you're getting from the adult and if there's only a certain amount of solutions or it's just like in a box that if this happens then you must do this then you're not going to be able to kind of take care of that athlete for their specific needs but if they have a way to kind of have an open set of guidelines that you know it's like a fostering environment where you can actually build from and even go back to see how that problem was handled and if you know you take that same approach with this athlete will that give the same result and kind of record those things and see how it goes i think that is going to kind of project us to find better solutions for the problems that we had and i just need to be reminded of the second part of the question so it's just balancing like basically the need to win with like we also need to protect our athletes right.

Oh yeah the need to win is very - like i think the need to win are the adults that are coming into the sports as Julie said when we were having our conversations the kids just want to play sports and they just want to have fun playing the sports and that need to win comes from the parents and all that kind of stuff so educating them on the fact that these kids are literally here to enjoy themselves and become better human beings by the game itself

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because I think there's certain things that kind of separate us in the society based on race religion culture and all that kind of stuff but there's also things that bring us together and one of those things is sports and sports is kind of a universal language where if you know that was a good goal or a good dunk in any nation it's going to be a good goal or good dunk or he ran that race amazingly like that's why every country can kind of look at the Olympics without any translation and still appreciate what just happened and I think the maltreatment is also a universal language when something is wrong it's wrong and you don't have to kind of translate that to be like okay you know what this is this is something that that was right like you can clearly tell if it's something wrong and I think the approach to kind of tackle those malreatments can also be a universal language where it could be something that is also right when we approach that that's awesome i like the idea of how like throughout everything and I think the reason we're all here is we care for sports we like we know deep down this is something we want to improve and we want to better and we got to continue learning what does it mean then we have safety as part of this and like it it doesn't have to be something different.

So let's go on to Dr. Stevens now again the same question what ways can we balance competitive development and athlete safety okay so I would almost argue we shouldn't balance it athlete safety should just be the goal and development will come from that and I really don't care about competitiveness that will come from that you know sitting there as a coach in the situations I face trying to enforce you know development of the youth support for the youth we were in a situation in that hockey year where the team I coached was way in over its head against other teams from you know urban centers and you're just trying to help the kids survive at a you know literally 20 plus goals against one g kind of hockey game and so as a coach you need your board of directors of the club to have your back so that you can reinforce you're there for safety you're there for development and so I think part of putting that safety to the forefront is building capacity in boards of directors of clubs who are volunteers themselves and reinforcing with them that if you have the possibility of people walking from your club because you're not going to be about competition that's okay that is okay because then you can really focus your organization on doing an exceptionally well program well-established program that's about the right values and you enact them and you will attract people to your club because that's what you do and let the resource dependent walk with the ones that say we want the competition so that you can really evolve and support the people in your club your association That would be my opinion balance I usually like and I think balance is what we need a lot of in the world today.

But I wouldn't want to balance safety with competitiveness I would balance it with development that's a different focus it's yeah it's rethinking about the question it's starting with safety and then knowing you'll get you'll get everything else from that and that's what

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sport will get you but you got to start with the first part for sure awesome okay now we're going to move to Aabroo and Jenna.

Okay this question for Aabroo first what are your expectations and interactions with coaches in your position in regards to safety what's that interaction how you're working with it and Bru specifically like because now you have an athlete who comes to you who's injured but now you're interacting with a coach in the situation yeah sometimes dealing with coaches can be tough and sometimes it's really great. A story that comes to mind is when I was in secondary school. I was the trainer for the school's soccer team and one of the - it was like your classic movie situation - where it's like a semi-final game super close score rival like rival school captain of the team gets injured. And you have to make a decision on whether or not this player is going to keep playing or not he has some concussion symptoms. Maybe not but you know - like Julie was saying - taking a chance on someone's health is not an option. So decided to bench him and the boo's from that crowd are the loudest thing I've ever heard. But despite that, the person who was the angriest and the loudest was the coach. And so dealing with that coach was really tough because it makes you rethink your decision it makes you like kind of second guess did I do the right thing. You know this was my decision it's a really big one it's affecting a lot of people. You know it makes it really tough.

And so I think an expectation that I have of coaches is that it's really important to work with the athlete to work with you know whatever health care provider or healthcare practitioner is with your team to kind of you know have good communication have good rapport and like work in a collaborative way to make sure that everyone stays safe and that everyone can stay healthy in whatever situation whatever game and then that makes it easier to make good decisions because you also you don't want to make a decision to bench a player if you don't have to but you also don't want to take a chance so it's just really important for everyone to be able to have a safe and comfortable space to work together and to speak together so that you can make the right decision and the best decision so I think to kind of summarize the expectation for coaches is to kind of help establish this environment that is conducive to open communication so yeah you're having that communication you feel like you can actually make that call and it seems like there's also like a preparation aspect to it like you know okay once this happens we're ready for it we know what we're going to do rather than having to figure it out in the moment and then maybe hearing the boo's ring down.

Awesome - Jenna same question. What are your expectations when you're interacting with coaches in regards to safety, just from your experience you can kind of take this wherever you want. So growing up playing hockey I've had a lot of leadership roles playing for various

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teams at various levels and it was always it always is a part of my personality to take on a leadership role or be that person on the team that any teammate if they need to talk I will gladly listen and having that role on a team especially growing up playing hockey was I'm the person that if you need to tell something to the coach and you don't feel comfortable telling the coach, I will be the one to discuss with the coach. And I expect my coach through any level of sport at any age of sport to listen to me and hear my words and hear the concern from either myself or other athletes on the team. And I expect them to as someone with higher power on the team implement change so this issue doesn't happen again.

Through sport being or I've been playing sport since 4 years old so obviously I wasn't making change at four years old but sometimes it was difficult for me being 14 -15 years old trying to talk to an adult about an issue that I saw in the dressing room or that I saw on in the ice where a teammate's yelling at my other teammate over who knows what but as I've gotten older I've gotten a lot more confident in saying "Hey this is something I've noticed either through myself someone talking to me or me talking to someone else that isn't right and I know it isn't right and there's nothing I can do about it." as someone that now on the lacrosse team doesn't have that title of power but it is something that needs to be addressed and I'm coming to you to help me address it from that entire team standpoint because it's difficult for an individual to create change without a title of power such as a coach so I expect my coach to continue to support me as an athlete when I am trying to create a safer environment for my teammates in situations where I may not be able to address to a group of in my circumstance now 25 athletes.

So it's relying on these coaches to provide what they need to be providing and they need to make you feel comfortable for doing that but and then it allows you to actually be more of a leader within those team experiences and then I think at a at a younger age the coach has to take a bigger role because usually an athlete isn't used to those leadership positions i even think with younger ages it's you got to find ways to still somehow get those younger athletes involved in whatever leadership ways possible so they can at later times really have those leadership opportunities that's awesome.

Okay our last – our last question this one's for all of you and we'll just go in order we'll be nice and loud so everyone can hear your great answers here at the end what do you think is the greatest barrier to athlete safety from your perspective and what do you see as the way forward to be supported to meet those goals and you can kind of build on what you've been discussing today.

Great question and I think the greatest barrier is just communication and the avenues of which those can be done so in today's world we have so many options on how we can

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communicate what's going on because some of this - the things that go on - is not just in the game or not in a practice it could be in between and if there's a way for someone to be able to speak out or if they have a place to go speak out I remember like in workplaces when I was a chair for human rights and all that kind of stuff we had a suggestion box where people would go put any concerns that they had with the boss so that nobody would see them coming to talk to me and all that kind of stuff. So, a lot of the times people have this fear that they're going to be you know ratting on their teammates or something like that but if there's a way that the communication can be easier. I think that it is going to kind of facilitate the avenues of which we're communicating all these issues so I think that's the greatest barrier is the just the communication part of it yeah so getting that making sure that communication.

I like the example of you're kind of reducing the power dynamic like I'm not seeing who's putting this in. I'm not saying who's putting in this comment but it we just need to know we need to be on the same page so we can work through this yeah I like that question what is the greatest barrier to athlete safety from your perspective and what do you see as the way forward and how do you want to be supported in that position to meet that way forward

Yeah - I would say that one of the biggest barriers is pressure. Like I was saying before there's lots of pressure on athletes coming from lots of different directions. And I think that that's something that kind of comes in all aspects of life there's always kind of this pressure to keep persevering no matter what and you know we see we've seen over time that that kind of edges into toxic positivity sometimes and that's especially prevalent in sports and I think it creates a lot of mental health issues especially in adolescent athletes like you know as you were saying before - 70 or 80% of all athletes are dealing with some kind of mistreatment and we know that up to 70% of athletes drop out of competitive sports by the age of 13. And almost half if not more have some kind of mental health concern and these are just you know they're kids who got into sports because they're fun and they enjoy them and now they're leaving with all these mental health concerns because of all of this pressure so I think that it's really important to increase the discussion around mental health and young athletes and a lot of the sports medicine research being done right now is focusing on that and increasing the discussion so that athletes parents families coaches whoever are more comfortable addressing it with the athletes and then that's the first step to them kind of dealing with it and talking about it and finding solutions forward so that they can deal with this pressure I really like the idea of pressure. And I feel like it even connects with Tony's part of communication of like trying to be again be on the same page with athletes understanding what's going on and like Tony you brought up at the beginning a physical injury is being ignored I can't imagine how a mental injury basically it is a mental



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injury that can't be seen is most likely also being ignored and yeah we got to keep communicating and trying to figure what's next.

Dr. Stevens what is the greatest barrier to athlete safety from your perspective and what do you see as the way forward to be supported in meeting those goals?

Right, so I'm going to shift my answer from the really insightful comments that look at individual actors and agency in our system to critique the kind of entrenched structure of our sports system that we all need to operate in to direct change so the challenge is the complexity and the entrenchment of the sports system makes change difficult and in one hand we need planned change to sustain and be very intentional on what we want to start to see in our sports system but on the other hand we also need emergent change where individual actors that are at ground zero working and involved with athletes can you know feel enabled to drive what they feel fits and works right and the dynamic of this kind of emergent and planned change in a complex messy sports system is a huge challenge and we always look at sport in short term we want results we want performance and this would take a long time horizon but if we commit to it I think we can do it.

Awesome - I really like that we're changing the thinking about other focuses of ways of looking at it. I think both are just as equally as valuable and we need people on both aspects of it make battling there with that.

Jenna - last one for you what is the greatest barrier to athlete safety from your perspective and what do you see as the way forward to be supported meeting those goals I want to touch on pressure again but from an athlete standpoint and kind of going totally against what you're saying and being proactive about it but being an athlete you always you want to be your best and you feel the pressure from not only yourself but your teammates your coach your parents your family your friends whoever that may be to be always at your best and as an athlete myself I always want to be my best so it's really hard to recognize and realize when there may be an unsafe environment for myself or for my teammates so I think and like I could be wrong because I'm still very young still very new to a lot of different things but as an official I umpire softball and I referee hockey

I have had next to zero training on safe sport from that lens and that perspective so I feel and I'm not sure if it's the same for coaching but even educating from the root level from a staff perspective or maybe even an athlete perspective what state safe sport is and introducing that name or that word to the group of people that is being directly affected by what safe sport is I know at the OUA level and the youth sport level we do specific training so doping concussion and I think there's one more for youth sport but I can't remember but maybe integrating what safe sport is as well so athletes are aware of what safe sport is so

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they are able to integrate that into their lifestyle as an athlete as well so I think education is extremely important because without sitting here and listening to a slideshow presentation or sitting in a lecture learning about this I'm never going to learn about it as an athlete and I have the luxury of being a sport management student and learning these things but there's three girls on my team that have learned these things through this program so I think awareness and education is one of the most important steps to creating a better environment for athletes and coaches across the sporting environment I think that's a great note to end on for this part of the panel now we are going to open up we have a bit of time about 10 to 15 minutes if any of you had questions for any of the panelists all the panelists that you were brewing on if not then we'll just keep moving forward but I'll let you just raise your hand and we'll go from there for questions for any of our panelists right here

Dr. McKee - I have a question for Aabroo first - the question is about risk tolerance and you sports organizations are carrying a lot of financial liabilities right now when it comes to the risks that their athletes are undertaking from a medical standpoint this there's an old adage about like how many concussions is too many the answer is one right I mean from a medical standpoint there's no acceptable amount of concussions you wouldn't aim for zero how do you educate how would you educate a youth sports organization regarding risk tolerance from a sport like rugby which is going to have a lot of collisions or a sport like volleyball that you mentioned that has you know risks inherent to it but maybe perhaps differently so from a medical standpoint how do you deal with this sort of notion of risk tolerance if you're if you're speaking with a youth sports organization yeah so it's an interesting question. I think it differs a little bit for each sport that you're talking about so for the different sports and I've seen some of it be done like Alberta has some great programs which is where I'm from and I've seen them kind of educate the different teams on risk tolerance so usually the approach they take is like there's a breakdown usually of statistics of which injuries are the most common for each sport and so they take a tailored approach to like educate on the injury prevention and like the science to recognize those injuries and things to do about those for each sport and that's kind of the approach that I've seen be taken in the past awesome we have another question over here yes so she mentioned that she won't be able to like the bridge between you know

Athletic development - I don't think - Sorry is this for Dr. Stevens - yeah what's this question you asked her like between athlete development and athlete safety - and she was like she wouldn't be able to balance she so my question was like is this because like this answer is she was - like - from up you know so the question is if you were an athlete back in your prime when you're out there how would you feel if you were telling basically telling yourself

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safety is the number one priority not competition and not winning what would what are you saying to that athlete so my experience as an as an athlete I felt pretty safe and my experience in in hockey as a girl and a young woman. I think what I would have something to say about was my younger self as a coach and I would basically you know it's easy to think now back then how empowered I might be but you're not really empowered when you're an a younger athlete it's very difficult So, that is maybe one piece that's changing now with the younger generation. I feel that they feel they can speak out and they have a voice better than maybe when I was younger. So it's a really good question. I would go back and say use your voice but probably wasn't something that happened a lot back then fair question - thank you Nick.

Yes, a question for coach Tony perhaps or Jenna as well. As like working in the coaching or playing spaces, I'm wondering about the association between injury and failure and the idea that I've let the team down because I got injured or as it's not you know their fault for being injured. I'm wondering are there any strategies or like psychological supports in place for coaches or players that can help them reframe this as it's not your fault you're not letting the team down it's not failure directly associated with injury. You want to go first Tony and then Jenna after if you want to add anything.

Sure - I would touch on Jenna's point of how she ended the last question. It's just like they need to feel that they have a voice and they can speak to the coach. They can voice what they feel. So if there's a platform for them to be able to say like "Hey I feel like I'm letting the team down." it opens up the door to for the response to the coach and letting them know that they're not because I've had - I just had this this weekend - where we were literally short staffed on a basketball team you need five to play but you need eight to compete and we had seven and when you overuse your players they tend to get injured more and it was either we play the player that was hurt or letting him know how important his health was to the whole team and within the timeout what I had done was to just talk to the whole team and letting them know how they can kind of talk to the player and let them know that – “Hey it's not your fault” - and it wasn't a decision that I made myself. It was a collective decision with all of us and he kind of felt that it wasn't his fault and his health is important to all of us so he was able to sit out comfortably and it's I think it was just a part of him kind of having that open space where - when we call a timeout - it's not just me talking and it's me asking questions of what they're feeling out there. What's the situation out there and that floor kind of opened up the space for him to be able to say that.

So I think, that's how it could work better yeah nick would you be able to repeat the question for Jenna as well yeah sure so in the playing space do you feel that there are any psychological supports or strategies in your playing career so far that helped or work

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I'm going to touch on both outside of OUA and inside OUA, outside of OUA my senior year of hockey my last harrah. I got a concussion just as playoffs were starting and I was the captain of my team and it was gut-wrenching I got the concussion during high school hockey of course something that did not matter at all and the thing I the people I leaned on the most were my teammates and I was so lucky to have an environment surrounding me that let me know that it was okay - and some growing into now OUA level lacrosse and joining a brand new team of people. Being an 18 year-old playing with 25 year olds was a very different environment for me and I did not have the same support system that I had built over the last three years of playing with that hockey club and I became aware this season that there are supports outside of my team as an athlete at Brock and also just in general as an athlete there are supports out there. And I unfortunately never used those supports because I struggled with injury and I never wanted to tell people about that injury because I was so scared it would interfere with my playing time but knowing that I can now use those supports in future years such as a sports psychologist through Brock or I can go my own way as well.

And I think it's so important for athletes to be aware that there is outside support systems as well not just through your team and not just through your coach that you can use and you do have access to and I think like knowing about these supports after my second year of playing maybe isn't the best look on athletics but focusing on that there is supports outside of the team if you need to talk some away from your actual sport I think is really important as well and it's definitely something I'm going to use in the future thanks very much Jenna.

That's going to wrap up our first panel. So can we get a round of applause for just some awesome panelists and great answers thank you and also thank you for the great questions. We also have Grace from the Center for Sport Capacity you're going to make sure you walk away with your gift bag over here on your on your way off here.

We will reconvene in five minutes at 8:15 for our second panel. So we have bathrooms back there coffee over there.

I just wanted to add something - he made you guys clap for us but what he's doing now is so important to the world of sport I think those kind of he deserves his own kind of recognition coach. [applause]. Thank you.

So our second panel we just got those who are involved like in the game now we're going back into the stands these are the supporters who are cheering everyone who's in the game

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on to keep going and probably also of your Stevey paying for your kid to go be in that sport so that is where we're going to start with let's start with your name same thing how you're involved with sport and then the moment that led you to think about maybe safeguarding or safe sport.

I'm Stevey Hildebrand and I have a son who plays competitive volleyball and so I'm a pretty involved parent in that and I think, The moment I started thinking more about safe sport would be when the organization we're involved with started to encourage the boys to do training with a specific organization where a lot of the - language used to motivate the boys I found to be a little misogynistic maybe derogatory terms. And I just kind of wondered about the environment that we were sending our sons to and I just think for my values it really didn't fit and it wasn't something an environment I wanted my child to be in so I had to make the decision with communication with my child not to have him participate in that extracurricular program.

So I think right away you're bringing up weird pressures of not following what is expected but also how it's not just the one team you're working with maybe outside training sources to work with this and now maybe is that someone else who also needs to be trained to be on the right side of doing things properly and what are what are the proper ways to go about that so we'll probably learn about that more.

Our next guest introduce your name how you're involved with sport and maybe a moment that led you to think about safeguarding and I know you're involved with a million things so we'll say from your stands perspective on all of this.

Sure absolutely. My name is Taylor, I'm a faculty member here in sport management department of sport management I should say sorry . And I'm a the director or one of the directors of the Indigenous hockey research network newly created director of the Brazilian Canadian hockey association we're trying to grow Brazilian Canadian hockey here in Canada. I've been working for the last couple years with a private safe sport provider doing a program evaluation of how they provide safe sport in hockey specifically. And I also work with another company called ITP which is a independent third-party safe sport providers all doing among their sort of hockey advisory committee as well. Something that made me think about safe sport certainly was getting a peak into the professional world of we'll say we'll just stop with hockey for today for the most part getting a view into that culture has been eye opening and has been concerning and the interventions that are at our disposal right now as a Canadian sport system the system that that Julie alluded to that is slowly moving creakily moving getting a look into that world has really made me think long and hard and through gritted teeth about what is needed in safe sport.

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Awesome - what I think about that is just like it this sometimes feels like really overwhelming like and you're seeing all this news I think most of us probably saw what happened with Hockey Canada the big scandal and you've often described how that's kind of safe sport adjacent related terms with the World Junior team and it's it feels like an endless battle at times but this is hopefully an one more step keep moving forward.

Yeah - all right our last guest as well again let's start with your name how you're interested in sport and then a moment - how you're interested involved in sport and then maybe a moment that led you to think about safe sport or safeguarding.

Yeah so my name is Zach Heipel. I am a PhD student here at Brock University in the sport management department so lifelong pretty much involvement within sport u both as a participant and then as working into the field and as a researcher so I have experience working within minor hockey and that's where my research interest kind of started and started getting me thinking about safe sports so my research focuses on what's called rink rage or parental misconduct within Canadian minor hockey so that's kind of where my area of focus is and it was through kind of - when I started working within minor hockey you kind of start to reflect on your own experiences and it provides a different lens when you're looking at sport and thinking about kind of deconstructing some of your previous experiences and you and you reflect upon them and you go okay how was that normalized when you're thinking about like parental over involvement or parental misconduct within the sport so that was kind of like my jumping point into starting to think more about safe sport and seeing that side of things from an organization perspective instead of being just a player perspective on like the day-to-day basis.

Zach I had no idea that there was someone out there who was actually researching the anger of parents and when I heard that I was like "This person has to be here." So I'm just so excited that you're part of this conversation and I can't wait to continue that Stevey we're going to head to you now my first question for you was what are the qualities you're looking for when signing up with a sport organization and then maybe how have those qualities changed yeah so I never grew up playing sports I'm not an athlete there was no sports in my life until my child got interested in sports so for me it was very interesting because I had no background on what to expect when I walked into the first competitive sport organization so I think I didn't know what to look for and so I had to really ask a lot of questions to my child as he was going through it to really understand what I just got us into as a family and I think what's changed for me though is after going through a misconduct incident and the lack of transparency through that experience it really is transparency from the coaches from the organizations how do we handle misconduct how do things get reported how open is the coach to talking to you as a parent - Isaiah actually coached my son for two years

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and I always really appreciated how open you were to listening to parents but still keeping that boundary so that we weren't also putting too much pressure on you to do what we wanted rather than what was best for the players as well coaching for me right yes so I think it's definitely transparency from the organization on their policies their practices and how they do handle situations of misconduct with their staff as well so then yeah so you came in with completely out of the sport world which is I think honestly a few of us few of us are it's a it's a rare breed of these non-sport people who are now like in sport and we're like whoa this is kind of a weird place we're all in we're like what this is I always throw a water bottle at the kid once they're not playing well so I yeah it's interesting to hear how you you've come into this space and you're asking those questions and I think they're important questions to be asked and continue to be asked and to continue challenging what seems like is the norm dr nothing's normal yeah no it's all new that's awesome.

Dr. McKee - what does safeguarding look like to you and I want you to specifically talk about maybe what you're seeing with Hockey Canada the training requirements the conversations you're having the recommendations how is that seen from like this outside perspective from the stands right and to speak to and you did a great job by the way setting up the carrot and stick sort of sort of world if we imagine safe sport as the goal and safeguarding the way to achieve said goal as if safe sport was say justice and the very inst the implements of justice being you know the courts being a way we can sort of achieve that I think again if we agree on the fact that we need to find and fair it out what exists already that's a large enough task right now unfortunately when you look to safeguarding the way you described it here I think the sort of notion of making it a as a preventive act sometimes the sticks can work in that regard as well sometimes the sticks can prevent right sometimes knowing what's on the line here that awaits you if you are one of the people that knowingly violates say the UCCCMS sometimes that can be effective i think safeguarding you know as it relates to Hockey Canada I mean Hockey Canada really honestly gave us a very unvarnished look at the sport system again the same sport system that Julie was describing there. I mean when you see a national sport organization that has the resources the institutional inertia and the experience that O Canada has stand before us as Canadians which is the members of parliament and basically tell us we don't think we should even have to answer questions to you shouldn't even how dare you ask us questions and by the way we're doing our best and how come we're being victimized - and how come you're asking us to answer all these questions - and hey we're doing our very best you don't even ask this of Basketball Canada and you know this sort of almost petulance that you saw and by the way the people that took that tact no longer work for Hockey Canada.

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So that lesson taught us look this institution has a long way to go now that's not the only institution with that attitude but to speak to transparency that Stevey was just mentioning from a parents perspective I mean as Canadians we should insist on that level of transparency from the NSOs hockey Canada despite the selling of jerseys and the logo right does not own hockey in this country i mean parents kids we all do we own it they're the custodians so safeguarding essentially is taking care of our thing our product our you know our our cultural heritage in this way here if they're not doing a good job doing so they can be replaced and they should be replaced but the most I think - part of the Hockey Canada process from seeing from within was this notion of you know why are we being held to such a high standard the messaging from Hockey Canada should have been and still should remain to be give us the highest standards imaginable give what's your highest standard for safeguarding give it to us we can handle it we have the resourcing baseball Canada you're trying your very best volleyball Canada you're going to try your very best give us your highest standards that's not been the messaging the messaging has been why us why are you asking so many hard questions how dare you do these things no that the attitude needs to be we are going to set the standard and until that's the attitude where we are going to ensure we have safeguarded our athletes for example not well we'll do our best to see if the athletes are safe then what are we even what can we possibly ask of Gymnastics Canada and Rowing Canada and some of these other NSOs that can rightfully say to us - look we're trying our best but we have seven staff members right so the infuriating part about the Hockey Canada thing was they should be a standard setter they should not be the lowest common denominator

I think seeing the summer of 2021 and that how that situation evolved was deeply troubling and I hope that lessons were learned from that I it what's so interesting about this is you're bringing up the highest of the highest in sport organizations the sport of Canada all of this type of stuff and it's being echoed in Stevey's story of communication at like a local club level it's the same values that you're seeing at the highest level where you're challenging these organizations to be the best and it's following the same style that's happening at every level and we're wondering well you got to set the standard and it's not happening and it's very difficult I really I've never even thought about the point of setting the standard for other NSOs it's great thank you Zach how does the incurrent environment of youth sport development compared to previous years back and how does that impact what your research because if you're like you're looking at youth sport development how does that maybe impact what a parent is expecting out of sport yeah so I kind of look at this in like two different frames i look at like a policy perspective and then I kind of look at like a more cultural perspective so one of the things that we've seen as Dr. Stevens talked about earlier is that everything has become very bureaucratized and almost commodified in a way and



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when when we're looking at policies like there's a lot more implementation that we're starting to see within the last couple years.

Hockey Canada has nervous things that for the coaches for example right they have to have a vulnerable sector check they have to have a the respective sport training safe sport training there's resources there for them they have to do a gender and identity training so there's resources there some of the issues that come in with something like this is that it takes time to get those processes into place and to implement them across a wide range of of sporting organizations so like one of the things that we're kind of seeing is that it's not always following through with communicating those policies so it's one thing to have a policy it's another thing to have it actually enforced and implemented you can have the greatest policy but if you're not enforcing it it's pretty much worthless unfortunately so we're starting to see things move in a direction there we're talking about like implementation of like UCCMS within associations at the national level that's been implemented relatively coherently for most of the NSOs but when we're looking further down the lines in terms like in terms of the provincial sport organizations or the local associations it's really not we just did a study where about 36% of the PSOS have kind of like safe sport resources available the provincial sport organizations.

Yeah - so you're seeing the kind of like the trickle down effects of where it's not necessarily it's happening at the NSO level but it's not trickling down to the provincial levels or the local association the grassroots levels where the majority of participants actually are and then speaking from like a cultural kind of perspective this goes back to the last panel but this kind of win at all cost mentality that's unfortunately kind of like become more and more commodified within you sports within the last 50 plus years as Dr. Stevens has kind of mentioned and when you're when you're looking at that kind of perspective and it what are we trying to get out of sports that's kind of the main thing and it leads to a whole host of other issues that can come up with some like my research where we're seeing this kind of like unrealistic expectation that's kind of happening from parents where they're getting lured in for like the potential of pro sport or seeking a return on investment with their child's development right those kind of factors are coming into like the cultural elements of sport and that's where we're kind of starting to see a change within certain elements of youth athlete development more recently it feels like it's a weird mixed bag of values where we want youth sports in this but we want them to win and that's kind of taking the biggest step over here we we need them to win and then we're like well what's getting left why are we actually here why did Why am I actually signing you up am I really are we really going to the NHL off this is this is this what we're doing and it makes you question why what we're all doing thank you Stevey.

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My second question for you is how have you seen parents involved with decision-making like really break that down and then maybe what would your suggestions be for the coach like me or just coaches out there or organizations out there to improve that like involvement as a parent in like a community sport organization yeah I think one thing I found really helpful was the community of parents within itself right so having that ability to build those relationships with the parents hear from them what their child's experience was and share those experiences to see are there is it consistent is there something you find a little strange in what they're saying you know read into those situations a little bit I think in terms of especially as you know your children get older throughout sports you do have to take that step back and let them navigate those discussions and navigate those relationships on their own and kind of play more of a behind-the-scenes role in in for lack of a better term coaching them through those conversations with their coach or with their other players.

I think in terms of the coach itself I think it's helpful when the coach again is very transparent and honest with parents about their approach to their style the expectations of the players the expectations of the parents but still being there to have that discussion and I also really think again going back to the policy of the organization whether it be the local organization or the broader about the expectation of the coach and proper conduct as well not sure if that answered your question you like you're expecting someone's got to be out there defining what are these expectations for coaches absolutely and I think like from my perspective again having limited exposure it came down to that local level like what organization did I sign my child up with who is hiring these coaches to spend this time you know training my child and you know going on trips with them and whatever else right so it's good to understand that what the policies are and the rules and make sure the parents know where to access that information and have it available and I don't think especially when you get into a smaller organizations you don't always get that as a parent and again if you're like me and you have no idea what competitive sports are you don't even know like if that's something you can ask for so there yeah there's almost a bit of fear to be asking those questions.

it's like I know again as a coach of your son the barrier to entry to become a coach was very low to be part of the organization I was volunteering I was asked to be a coach I filled out the safe sport policy I've been interested in volleyball I like you don't actually do a course on volleyball it's simply just like do you know how to identify a concussion and then all of a sudden I'm on a court with your child two days a week and then going to tournaments and it's a very low bar barrier to entry and this is just a basic structure that's just accepted as this is normal for a sport this is what we're all doing and we're learning through these moments and it's like it feels difficult and we have trust that the organization is putting the right people in the position and doing their due diligence to make sure that our children are

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with safe individuals and for you not being much older than them at the time it was almost there was like a level of trust in almost looking at you as a peer to them if that makes sense yeah thank you very much.

Taylor we talk about funding models for success I've kind of offhand brought it up a couple times but what do you define as success for youth in youth sport and how is that kind of connected to funding would you be able to like explain that a little yeah absolutely. I mean again first of all the model of success is to keep you know parents like Stevey here feeling safe sending their kids to play sports that that that's a pretty modest bar for success but that is a bar that is not met by many by most you know don't overwhelm I shouldn't say most it's not met by uniformly every sports organization you know when Julie mentioned the fact that we don't we're not balanced in safety with competition here that is the right attitude here where to say look we are not there's not a crisis with finding more elite athletes in Canada right now I mean what despite what anyone will tell you on the elite sort of sports side we're doing an awesome job producing elite athletes okay we've never been better at identifying elite athletes at a young age and finding them the supports that they need.

Okay - so could we do better you bet and certain sports are doing better than others generally speaking though in terms of identifying what a model of success and how to fund that would be again I want to find carrots right I want to find to say ways we can reward these things but unfortunately every time I look for carrots I find these are very bare minimum statements to say like when Zach was researching how many organizations have a code of conduct right well to me it's like the carrot should be yes you receive funding if you do and but it's more like if you don't have a code of conduct that displays that transparency for a parent you don't receive the funding and that's just the way it is unfortunately right so rewarding people it's hard to sort of reward what should be you know an expectation of every parent and every child that plays that's hard for me to understand.

Okay - well do we say if you have no reporting you know reports for you know 24 months do you receive some sort of cash bonus that doesn't make sense because that decent de-centivizes reporting mechanisms it's really tough so I mean finding models of funding that relate to safe sport really again finds me pushing myself more towards punishment push me find more towards where if things aren't done correctly or aren't held to a high enough standard not on the reporting side but on the sort of architecture of the clubs themselves if then you don't have access to own the podium funding as an example if we're talking about the NSO level or you don't have access to sort of high performance coaches maybe that's the way to go about things because again I think on the safe sorting safeguarding side of things trying to root out the faulty architecture of the organizations might be the way so the

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way we look imagine you know civil architecture where we look for trying to find faults in the foundations before they we were talking about bridge collapses right now but unfortunately in the last 10 years there's a lot of bridges that are collapsing all over Canada you know what I mean sport analogy wise here right we have a lot of bridge collapses to evaluate here so if we can we look for cracks in the foundations I think that might be the best way to you know incentivize funding so we don't have to keep dealing with well another horrifying thing happened you know now what another horrifying thing happened now what and sort of piece of this is we mentioned the education side of as you know sorely needed in many sports and you're right but one of the things that frustrates me often is when education is used as a okay well we had this horrible thing happen we're going to do a new seminar for coaches and you know maybe that'll fix things moving forward in fact what ends up happening is we're going to hire an organization that's going to charge these youth organizations to install their new module

I've seen what they look like and they are you know on their face there's really no issues with them as aa program but as the solution I mean again there's very little data to suggest that is doing much on the sort of abuse side of things for athletes so maybe it's about trying to reward those that are crack-free in the foundations and ensuring that we have a stronger architecture moving forward it's thinking about it in multiple ways there's the reward side there's the structural side i even I like to think in my head what if you had an organization they followed everything and then they have a report are they losing out on funding these are like the weird questions or like they don't follow anything but they have no reports and that's probably due to like maybe some you have power dynamics which lead to people not reporting it feels like an endless cycle. The KJHL had an independent third party reporting process for a hazing incident they did their job they did the reporting they suspended the entire team harsh punishments you know prompt reporting should we punish the league that's doing what we're asking of it's very difficult right so this is why again many times interventions get chocked up to culture well these are this is actually a cultural problem and that's true the problem is that's also another copout where cultural problems will take decades and decades and decades to fix and there's a clear and present danger right now so the trick for me is okay how do we change the cultures which is going to take a long time and also identify the people that are knowingly violating policies that is not a matter of education that are out there to cause harm to athletes how do we identify those people and get them out of the sport system thinking about it now and going in the future

Yeah exactly thank you Zach. How do you see coaches influencing parents in regards to safety what is like the coach's influence and how does that impact a parent and how they're acting in their behavior yeah so like when I talk to coaches within like minor hockey specifically it goes kind of like along to what Stevey was talking about it's like it's a cliché

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but communication is the biggest key and for a lot of the coaches that I that I talk to is like it's very important for them to establish guidelines with their team like very early on with all the parents so they know what to expect at the start of a of a season so there's not all these different questions that they're going to have bouncing around so it's kind of like for students like getting a syllabus like they'll have a full like package to give to parents like here's your expected behaviors here's what our outcomes are for the season here are the goals we're going to try to do some of the skill development stuff like that here's our process for like if you have a complaint or if you have anything to kind of bring up for communication-wise with me here's how we run through that so it's kind of this preseason meeting that for a lot of coaches that they do that they find to be successful establishing those guidelines.

But also making sure that they have boundaries with the parents too one of the things that we found with terms of like a grassroots level starting with a lot of these associations is they have like - parent rep liaison so it's an actual like middleman between the coach and the parent to establish like clear like communication and like they're not going to get into like heated arguments right if a parent has a concern they go to the liaison who takes it to the coach it goes back and forth and they can establish what kind of conversation needs to happen or what needs to take place another thing for the grassroots level that's kind of seeing is like that we found was like process called the 24-hour rule which is really important for a lot of associations that we talked to again this is a grassroots initiative where if a parent witnesses something that they don't agree with this goes to anybody within association they have to wait a mandatory 24 hours obviously with aspects that cross like a criminal threshold stuff like that doesn't apply to that but if they have something that they want to report they got to wait 24 hours as a cool off period to take before they re go to their association or a coach as a way to like mitigate kind of potential confrontations and a lot of people I talked to within the associations are like "Yeah this works for us." Again this is a grassroots level that they're that they're working through this isn't a top down approach so communication that's the that's the biggest thing and making sure that you have established those guidelines is the key for a lot of the associations i think that's the big thing that's missing like we understand communication is important it's also knowing what are the boundaries of how we are operating in this communication while respecting both sides respecting that the parents are involved and heavily invested in this and also respecting the coach is trying to manage all this but also does as a coach have a responsibility to be communicating and that they do have to be passing that information forward and trying to find what is a way we can meet in the middle between these two parties.

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So I really like that part this could be a last question it's the same last question that the last panelist got and it's going to go for all of you what do you see as the greatest barrier to athlete safety from your perspective and what do you see as the way forward to be supported and moving forward those goals and we'll start with Stevey again start simple I'm going to have to I'm going to have to go ahead can you repeat the question thanks what is the greatest barrier you've seen to athlete safety and then what's the way forward and maybe how would you want to be supported in meeting that way forward I I'm just going to go back to my answer around like transparency and communication with like again what is the policy and practice around safety what do we how do we define safety in this sport and what actions are taken to ensure safety just to educate parents especially parents like me that really don't have that foundation in organized sports or any athletics yeah there's a weird expectation that you should just know right as soon as you come in and like you don't see that with an art studio you don't show up at the art studio and it's like well you should know how to paint here's the canvas and it's like what so but we have this weird expectation with sport organizations and that's just the expectation.

So I appreciate the very grounded answer don't worry that it's not this big Taylor McKee answer that I'm going to get right now I know right so what is the greatest barrier to athlete safety from your perspective and what do you see as the way forward to be supported in meeting those goals yeah and I think first of all thank you for doing this like this is there are easier panels to assemble here easier subject matter this is hard.

And Grace and Jessica thank you so much for what - and Charlie - and everybody that put this on thank you for doing this thank you for having me look again I will speak to hockey because this is the organizations that I'm most closely in line with and biggest barrier right now is vigilance and again I don't want to sound like an alarmist it's been years I've been you know sounding this alarm we imagine this process to be a nice linear progression where the dangers our kids are under are less than they were five years ago and you should have seen it in the 80s you should have seen in the 70s and there are elements that are unquestionably better now access what I mean what Br was talking about there.

I mean the fact that we have people like her that are in this sports space compared to 40 years ago I mean look we've unquestionably made advances here no question unfortunately again like I'm going to leave this panel and I'm going to go play men's league hockey at 10:00 tonight those rooms are not changing that's a problem and if I am actually always remarkably surprised in a bad way at how recalcitrant certain norms are within hockey as an example i know that must be the case I'm sure Tony could fill me in on basketball I'm sure that there are parts of other sporting cultures that are out there i mean

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I'm sure Jack could talk to me about the thousand sports that you play you played so many lacrosse and hockey and you softball there are sports specific norms that are not moving as quickly as we imagine them to be and yet we have never had a sport playing population that has ever been this highly educated as it relates to safe sport issues.

And yet you didn't we didn't know in 1997 what a group chat might look like today and some of these didn't exist 20 years ago exist now to cause harm and the problem is our ability to fight this is only as good as our information and the problem right now that I think our biggest barrier is we want to asse we're going to be able to make progress certain issues we are not making progress certain words I thought were dead and buried in the ground have made a huge return among people way younger than me so the point is here again when we try and account how we're making progress here when we try and imagine how safe are our kids would be how confident would I be putting a young boy or girl into sports right now if it was hockey if I was wanting to be sure that they were going to be free of some of these influences 10 years from now or 10 years ago i mean again we can't say I don't think there's much good data out there to support the fact that like the culture that has produced some of these safe sport problems is improving in fact much of it's moved underground much of it's moved into digital spaces that are hard to regulate the literal and we talked about this before that we're not going to talk about things that cross a criminal threshold because again we have good policies in place for these things they're called the criminal code of Canada these are crimes a lot of these things well the safe sport problems that are sort of spawned from some of these digital places do cross that criminal threshold we've seen this again.

I encourage you actually I do not encourage you the opposite of encourage you I discourage you from reading the actual the case files from the 2018 U18 World Junior teams they knew what was going on was wrong they had been told a million times they were telling actively trying to suppress people from reaching the supports that we have in place for people i mean that's a cultural issue and again so my biggest the biggest barrier right now is we have to imagine this fight as a daily fight and sort of from a cultural level and to be constantly checking every nook and cranny that sport culture has found its way into and imagining again that we are not making the progress that we might imagine it to be going back say 20 years thank you and we'll finish off with Zach what is the greatest barrier to athlete safety from your perspective especially as a researcher and what do you see as the way forward to be supported in meeting those goals yeah well I think we've seen with based on Taylor's answer it's complicated it's multifaceted for me one of the biggest things I see is like organizational capacity for a lot of these associations they're a lot of run by volunteers right like they are people with full-time jobs and might not necessarily have the types of training in order to enforce or to teach safe sport training one of the participants I talked to for my

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research was a risk management director on the board of directors of the mine hockey association and he handles all the complaints he does everything where if somebody brings something to him he's in charge of that he was a police officer with specific training and conflict resolution so he has that kind of background in order to deal with those kinds of complaints and situations the thing is that there's over 1,600 minor hockey associations in Canada not every single association with every single board of directors is going to have a person like that on their board.

So you have a lot of these people who might be well-intentioned extremely well-intentioned but they don't have the training necessarily in order to enforce or to enact kind of the safe sport and safeguard for these athletes so when I when I think to a big issue is that the organizations themselves it's they don't have necessarily the capacity in order to in order to do this i guess hoping forward moving forward is that events like this is a starting point for us collaboration is key I'm one person I'm a drop in the ocean right? Like I don't have all the answers I don't have all the experiences but with people like in this room and in this capacity right we're combining a lot of different minds and I hope simply for everyone here they can take something from this and apply it themselves and that's our starting point i think that that collaboration is our launching point towards maybe hopefully we can build something a little bit better moving forward yeah I really like the point and it connects to what Dr. Stevens was saying was our and a lot of you have mentioned a lot of our sport participants are at the lowest level they're run by volunteers where everyone has a has a job and then is going and running the sport organization and we're following what we've been following for a while and we're trying to challenge these things and we're trying to be educated and I think we are taking those steps with things like tonight but also in all the work that the variety of work that all of you are doing here it's phenomenal and it needs to continue happening and we're taking the right steps.

And I just I really appreciate I really appreciate all the all the panelists we've had tonight this has been just fantastic so thank you round of applause for our panelists thank you we'll have we have about 10 minutes for questions for any three of our panelists their names are right here with their faces conveniently we'll go to the back yes there there's no one behind you you're the Well okay well maybe there's one person behind you but I don't know who they are I have a question for Dr. McKee just because I know you do work with Indigenous groups when you're talking about safeguarding this kind of like preventative measures and what you can do in that regard how do you balance that or what strategies are you using when dealing with populations who have historically and are still like undergoing such systemic harm yeah great question it's an open question right now so like again my role at the Indigenous Hockey Research Network I work with the Manitoba Aboriginal Sport and



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Recreation Council and so we work with the National Aboriginal Hockey Championships myself and research team including Nick is headed to Kamloops this year.

We're going to be working with team Manitoba because team Manitoba has demonstrated themselves to be excellent at producing elite players we're also trying to figure out what makes Manitoba successful at producing high caliber players part of it is their infrastructure a large part of it is right so but your question I think is more broadly right about Indigenous populations as a whole many of the interventions that you're going to see from the ones that are hired organizations Zach just spoke to this right now but a risk manager and a youth organization is run by an ex- cop the person that we were working with developing third party resources was also a police officer what do you do if those populations generally speaking don't have a very long history with the RCMP one that is not based on trust right so again a policing model.

When it comes time to especially when we're talking about things that cross that criminal threshold is extra tricky when it comes to Indigenous solutions so again co-accountability is the way we've sort of found things with Indigenous communities as well where we have spaces which are now vanishingly small by the way which are Indigenous run and Indigenous sort of sovereign as it relates to support but in circumstances like those which are in Indigenous spaces and run by Indigenous people there's a better measure of co-accountability there and again there are other sort of non- hierarchical methods where of reporting that exist the problem is we just running out of data because these spaces are being you know essentially chased out of existence an example of that being AAA program in Saskatchewan used to exist is Indigenous run on reserve that had settler players and Indigenous players it's now been cancelled and it's gone there are a few out there in terms of these sort of spaces are there opportunities i think for safe sport interventions there that are that are unique absolutely they're also challenges as they relate to injury playing through injuries as an example to speak to the topics that are brought up players would they described this sort of the warrior mentality where Indigenous players are expected to be tougher than their settler counterparts therefore they endure more pain and are put through more harm.

But again I think to your question how do we deal with this issue I think again finding Indigenous run spaces is important place to find data and then we can say okay great these are great solutions let's try and expand these but we need to preserve them we need to make sure they still exist you know 10 years in the future great question so there spec Yeah you have completely specific challenges that are just so that it even breaks down even further it's very interesting thank you yes we had another question yes you mentioned that you're new to sport and it's probably perspective experience and my question I guess is

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coming into that a lot of the parents probably do have the sports background there any time or experience where there's something that's kind of orange maybe your red flag for you coming in as an outsider that the other parents kind of say “oh no - no that's the norm” - like for you because you can sort of be more objective in that sense and you can grow up with the cultural norms that sometimes are unhealthy are you do you find yourself better able to kind of come up and also again is there if you're not following along.

I'm going to repeat the question just so I got it well no just so everyone else can hear i know you heard it so the question is Stevey is coming from like this non-sport background and she also mentioned that she does have kind of a support structure with the other parents on the team so what is it like interacting with maybe some other parents who do who do come from a sport background and what are those interactions like is that b that's that's where we're going or trying to raise concern if

Their push back from certain parents especially if they've been in Yeah and then where there where is their conflict maybe within that yeah so I would say it's definitely like twofold so in a sense there is that support in that community but there is this situation like I shared in my initially where I said the boys were participating in this extracurricular program I'll call it and they were sharing some of the language that was being used names they were being called as in terms of motivating them to push harder lift heavier whatever it may be and the other parents were some that I had very good relationships with and had very good conversations with that kind of helped guide me through navigating this you new world were like no it's great like they didn't see the same concerns and for me I and I don't mean to again I'm not an expert but from my perspective I don't want to reinforce any toxic masculinity in the child I'm putting forward into this world so I didn't want to place my child in a situation where they were going to be called names in ter you know to to motivate them or to prove their masculinity I was not comfortable with that I wouldn't put him in that situation in any context and have it be okay so I shared that example because there were other parents that were like "This is what we want for our boys." And I just felt very different but that said I didn't share my concerns with those parents because I didn't want to be ostracized myself for having my radical feminist views that I do and then also didn't want my son to you know I don't I never want to come with the perspective that you know I'm I'm up here with my thoughts or anything that's not what it is so I did keep those thoughts to myself that said though the other piece of it was parents were really good at kind of helping to say like you don't want to question the play time your son gets or you don't want to ask the coach this or you don't want to complain about that because your son will be on the bench so helping to learn those in like details that maybe I didn't even really think about coming into it.

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So I would say it's like it's both right so there was great support there but yes those that have children played many different sports and were very played sports themselves growing up and were very accustomed to that type of dynamic were more comfortable with those with that type of language or those type types of settings than I was for sure Stevey that was a great answer just letting you know you're doing great thanks we'll do one more yes question for Zack. Since you're researching and you mentioned that some parents do have full-time jobs and stuff like I'm one of them. I have a full-time job as an electrician. I have so many projects I have to build this building stuff like that and I wear many hats. I have gifted as an organization that I do. I'm also the parents of the president of the parent council of my kids school so a lot of things that's going on but then I have to take these courses to become a coach and it was so many things to learn throughout the year and it was 80 hours plus of just modules going back and forth and this is something that I'm volunteering for I'm getting paid for this but I'm willing to make sure that these kids are safe and I was going through those things I was realizing that parents need to also know this information and I don't think they're going to have drive that that kind of information.

So how do we frame a place where parents can also learn those things because they need to know what the coaches need to know so that they're kind of comfortable with what the coach has. Zach I'm going to repeat the question A so it's on the recording and then – B, just so everyone else can hear it so the question is sport organizations especially at the local level have a really low organizational capacity from what is often a volunteer base.

Coach Tony is talking about how he's a full-time electrician and then as if he wants to be a coach he's also got to take all these modules and it's a lot of modules and if we're going to keep doing the education aspect of safe sport you're going to have to keep taking more modules and he also has to present that information then to his parent group that he's working with he has other hats that he's got to put on as a representative for the parents and it's a lot of people who have full-time jobs who don't have that much time who are trying to soak in all this information and what are we doing with that yeah hell of a question and I mean it in a great way because that's this is kind of like the conundrum that we're kind of facing right now but because coaches are really required a lot like they are the amount of work that goes into doing what they do is unbelievable for just volunteer coaches is remarkable for parents it's tricky again this is the conundrum that we're kind of facing I don't know if I have a certified answer for you but the thing is that what I would say is that there are some courses for parents to take to be involved with that but like I think the key is that from either like an organization perspective or as a coach perspective getting to parents to understand one what their expected behavior is and two why they're doing this for their child right remember they are they are doing this for their own child's involvement right that's the key so putting in that effort to get them to understand what's required of

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them right I think is the is the key I don't have the answer it's a fantastic question and it's going to be there's a plethora of studies just like waiting to occur with what you've just asked but yes it's the conundrum that we're kind of facing of like how do we change this culture how do we get parents more on board with kind of realizing their role within their development for their own child it's a tough question but it's what it's one that has to be asked so I don't know if I answered your question as best as I could but that's kind of I think where we're at right now within the situation.

Thanks Zach. Taylor did you want to add or you're all good there sure i mean one of the problems is we keep adding more right wait like the solution this is what I keep going back to is like the solution seems to be well this module surely this module this unskippable video this you know PDF that you scroll through the modules there's all these organizations that surely most of what you need from a from a parent you know as a coach if you're going to have to go through all that what you need is trust and also stay out of your way in certain aspects like in terms of the on court in terms of dividing playing time those types of things there's a again rather minuscule amount of information that needs to be delivered to parents in terms of keeping everybody safe like that's the problem is that like inside the like very sport specific information we try and give them about how coaching works and how it needs to work we also embed extremely basic things that are true in any workplace in any public space in any place entirely that's what we need to make sure is communicated very clearly that's a one-page can be five bullet points in terms of safety right but we can't embed that in the sort of very large you know tome that we handle these coaches that make them go through this process but so the problem my issue is we're I don't think we can module our way out of this problem.

I don't think we can unskipable video our way through this sort of issue that we've got right now because they're already overburdened as it is let alone the enormous amounts of legal liability that these board members walk around with that they maybe don't even realize is there so I mean again the very the core important parts the parts that Stevey talked about transparency about clarity about safety those are very easy messages to deliver very quickly but if we embed them in you know the sort of videos that we make them watch about you know conduct and u you know even the coaching specific information then we're going to lose people even further but yeah we're adding instead of subtracting is the problem I think thank you very much thank you for the questions thank you our panelists for the second panel and for all of you for coming out tonight Grace is going to deliver some more gifts to our esteemed panelists and I as well just as part of hosting this event. I want to thank Grace I came to her office one day. I don't know if it was like a sweaty panic but it was a panic nonetheless and I was like "Grace I have an idea." And she just she sat there and she listened and she dealt with me not communicating properly. And so - I just also

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And then thank you again all the panelists, yes. And Dr. McKee and Dr. Stevens both contributed funding for this event which was great helping it run. We have Dr. Stevens I know many of us have more questions about what's going on she has an entire resource often you've seen with education. It's behind locked doors you got paid \$35 to read a research article but this one right here it's a free source it's open source it's written by many people who are in this space and it's something that I reflect on a lot it's her safe sport critical issues and practices it's a really accessible text compared to a lot of academic stuff that I think really anyone can go after and read and she also wanted to note that she was adding a second version of it coming soon as we were mentioning a lot of this stuff is moving fast and we need to have kind of the most updated stuff and because it's an online source she's really able to bring you some of that updated information really fast compared to again with the academic process it can take years with review the research process and all that so the work that also Dr. Stevens is doing is phenomenal so you can also check out this QR code again thank you all for coming to this event tonight it's been fantastic thank you very much.