

Video 17.1 (00:21) all right we're going to begin hello everyone uh online and everyone here as we close out the end of the day it's my pleasure to sit down with Alison and we we just thought we'd like to have a bit of a conversation on what next so you always wrap these up with a Forward Thinking dialogue to get us moving ahead coming out with maybe some action or reasonable action items that's within your scope and within what you feeling you know that agency to do that was mentioned earlier in the day so really

(00:51) what what's next so a great deal of recent efforts by the federal government covered by media focus on the national level of sport and throughout the we've been trying to kind of bridge that gap down to provincial and local levels so um I'm going to try and cue Alison and Hillary to kind of revisit that knowing that everyone's from a different role in different level of sport but recognizing the vast size of our community sport system and the multiple ages and levels of competition recreational to you know

(01:26) high performance in that level of sport uh means there Lots to be done to help and we heard that from Charlene so we're going to roll with this and uh take it wherever you'd like for each of you so to begin then let's look what does open transparent good culture look like in a community sport Association or Club you're working with them right so um I think the biggest thing when it comes to openness and transparency is first of all like I mentioned earlier today like how how can you be transparent how can

(01:57) you be open communication is one of the well we talk about HR as well and when I work with organizations the two things that F the biggest gaps are usually human resources in a lot of these Sports organizations and then communication experts so when it comes to open and transparent communication the first thing you have to ask yourself is what does our communication look like so and this might not be the direction you want me to go this is way at all okay basically I want because I wanted to share this anyway so the first thing

(02:21) I'll ask an organization is how do you communicate with your participants right email like do you have newsletters or whatever and then similar to how you have to go to where the athletes are Al that's not by email anymore I think we all know that and recognize that so as an example when it comes to open and parent communication Under the Umbrella of safe boort I set up nsos on Microsoft teams and I force all the athletes and everyone to be on a professional platform for communication like Microsoft teams and that is fascinating

(02:50) because guess what happens to those athlete Silo chats they go away because now any conversation they have can be retrievable by the organization but when it comes to open and transparent communication I think the key thing is that when you look at it's a people thing for me to be honest if you have a board of directors because what I will always say my role is is to minimize the risk whether that's conflict of interest or abuse without alienating or losing accessibility to sport so if you have a board of directors who all have kids in

(03:22) the sport itself people could say well that's a conflict of interest whereas I would say finally someone that's going to sign up for a board of directors if their kids not in the club but you have to look at your board of directors first and foremost and make sure that there is touch points directly with the board at certain times in the year Town Halls right so we used to do this all the time when I worked in communication at L lemons we'd have Town Halls where the chip the founder would meet with

(03:45) everyone so transparency looks like accessibility to the hire of folks in the organization and obviously we know athlete breaths on boards are critical Etc now but what does that look

like to actually communicate in and communicate out through what method of communication so a lot of people will say um well you know the board's just full of a bunch of parents so therefore they're automatically biased but that's not necessarily true but if the board's not communicating properly out in a transparent way as to how they're making (04:17) their decisions and what accountability looks like then I can see why people would think that right yeah okay Hillary well just just to add a bit and and of course I'm not working at that level I'm retired I'm not working at all but um I'm I'm more of a systems kind of a person I I guess and a regulatory kind of a person but what I would say is that it really starts with the leadership within the organization at the board level and people get invol involved at the community level on boards and other

(04:50) levels too I guess but uh at the community level because they have kids involved um and they want to see these clubs continue and and Thrive um and that's usually how they get involved that they have huge experience or depth of experience most often and so when you talk about Communications what are you going to communicate about and who's going to tell them what to communicate about and and it does seem to me um the community organization is almost left high and dry quite often because that hierarchy the communication stops at the (05:21) PSO TSO uh level um and they're there not getting the support from the provincial governments or funding and they're not getting it from municipal most often so they're there on their own um so maybe some help at the board level in terms of developing a bit of a mandate here's what we are going to do in this level and I'm speaking specifically about safe scort here's what we're going to do and it is sort of like a checklist in a way but it can have a little bit more meat there but

(05:54) these are the things and then communicate that and get get consensus from the parent group from the a thetes from others say yes these are good things so you've got the consensus now you're not going off um the deepend doing stuff that the rest of the organization doesn't necessarily want you have consensus maybe you even have a timeline and then you can touch Bas and there's the communication so you can see what you're doing where you're doing this transparency but that board level it seems to me is is critical um where

(06:25) are they going to get the help I think they have to be uh Advocates on their own behalf and start start saying to the provincial level we need help you can help us you can help us I think we offer one other things it came up earlier is um it's just sort of a segue I guess but I'll give you the example so when I took a role with Candace soccer right so with the general secretary at the time I said listen I'm here for your clubs I'm not here for you and you're not going to hire me if it's for your for you that

(06:52) makes sense your national teams so what I did immediately was meet with all the direct executive directors of the provinces and territories and all the clubs knew immediately that if they needed me to come speak or do education or needed to consult that's who I was there for and my feedback to the leaders of Canada socer as I give to all leaders of nsos is I believe and I I apologize if you've had a different experience but to be below an NSO whether that's Club to ptso or ptso to NSO it's a history of

(07:19) this is what you have to do to be in compliance these are what we need do this put this policy in place do this or you're not a member of good standing I believe in 2023 folks need to be told what is the why we need to be enrolled and we need support so I see so many years where in NSO not by the people there but again by the governance structure sort of feels their

role is to send the rules down to the clubs and as I shared openly with Canada Soccer I looked at every single province in territory and you have Pei with maybe a (07:49) four-person Workforce and then you have a machine like Ontario soccer so I said it's not fair to your Pei that they have the same things they have to do as Ontario and so there's things you can't get around FIFA rules con trust me there's a lot of rules in soccer so I created like a buddy system I was thinking about that when chain was speaking like a buddy system where I buddied up our smaller PSO with Ontario so you don't need to re replicate their wheel so I would encourage you all to

(08:16) look at who you can buddy up with I mean my friends at sport law will tell you they make a lot of money because nobody shares policies like share them does that make sense like share them and support each other and and ask for support as opposed to just looking at your NSO PS is like the rule of dictators yeah and then shing's message around support into those psos down to the club right like yeah that idea of bringing something to the table for yeah instead of just compliance you have to do this it's like what do you need

(08:43) support with how can we help you so I'm going to revisit this one question we talked a lot about it through the day so may you may not have more to add but this idea of what way does the structure of sport at a community level uh such as within a sport club or an association kind of impact vulnerability of ath you talked a lot of passion on this you have the legal structure that you and Marcus it's I'll start over year if you have some thoughts on that yeah and I I think uh Peter Don spoke to this as well

(09:11) conflicts are rampant and they have to be but and they they work in two ways one um the recipient perceives the conflict and abuse it with some bad negative thought malevolent thought um which may not be there may not be there at all um and then on the other end there really is conflict people are wearing multiple hats um and that's just life quite frankly and that's where transparency comes in um being very transparent in what you're doing and why you're doing it goes an awful long way within within an organization because I

(09:45) don't think honestly that you can get away from your conf right um yeah I would say around that um same same notion when I work with directors on boards as similar to what I shared with the group this morning is is going to be conflict because it is you got to remove as much bias as possible and at the end of the day what I see a lot of challenges with is board sort of overstepping their leaders and being a working board as opposed to a governance board or trying to like I'll board members that will talk directly to

(10:15) athletes and then go back and make changes right so you have to have the proper like conflict free delineation but I think the big thing with the community level is I will have like I shared I'm really trying not to limit people's accessibility or to be able to alienate folks on sport but if an organization is excused for not doing basic safe sport training is that they fear that volunteers won't sign up to be volunteers then that is when you realize you're actually an organization that can't operate because if you can't at

(10:43) least do your best to try to protect your participants physically and psychologically that's where I've actually worked with some organizations who have joined each other and gone from competitors at a local level in a sport to actually coming together as one more powerful organization because excuses are not excuses they're reality with the amount that we're asking these volunteers to do but we have to have the bare minimum of screening and education well bad volunteer is worse than no volunteer exactly I always remember just

(11:14) a little anecdote when I was doing a workshop around waivers and um talking about the content of waivers and that death is a risk in sport and it should be included in some waivers not necessarily all waivers now remember somebody was from a Kate club say oh my God if I put that in nobody's going to want to join the club so maybe don't want those people we joining your Club quite frankly um so you know there there's there's work to be done and there was an interesting piece in the Global Mail about becoming

(11:48) a a a board member and to really think about becoming a board member of what it means and the different types of boards because a lot of people come in with the expectation that they're actually part of the programming team and the management team and that's for a very small board yes that that might well be the case that you're going to get your hands a little bit more into into uh the nitty-gritty um but I think more often than not people don't actually understand what the expectations are I I

(12:14) shared with Julie before that U when I retired I joined the public library board which is a municipal board which is completely different from a non for-profit board completely different and it took me a little bit to wrap my head around that and what my position was within the context of that board so really being realistic about things are done one extra question I throw in here because it's come up through the day so Peter started around the protection of children we talk about vulnerability we know Community sport is massively uh

(12:47) youth although there's all ages so I guess your thoughts on how we learn what that athlete perspective is when we're when we're leaders in for working with minors like how could that happen and and is there any strategies for people that are running these local clubs legally maybe ways to do it other kinds of Partners from outside the system and how they do it Boys and Girls Clubs uh um Church groups that know they have to work with youth perhaps like Boy Scouts Girl Guides that kind of thing I'm not

(13:22) sure how we're doing that so we're just not hearing what these Youth and these these younger Generations really need well I can speak something I was sharing I want to share this already but um it's going to be coming out if I be my job in January so there's going to be um youth education that's been um funny been Pro provided by Athletics swimming and volleyball through the COC so it's going to and I have a point to This I Promise it's youth education that'll be free to any athlete in the country tailored

(13:48) towards competitive athletes age 13 to 19 so how did I do it I talked to a bunch of young kids and I said how do you digest content right so and even so basically there short videos I do it like T talk style I'm like hey there like you know it's not me sitting in front of a you know at first it was and I got great feedback from my clients and said Alison you look a little study so the next thing you know I'm like hey kids right so you got to meet like you have to engage that audience to find out

(14:14) how they want to be spoken to there's also a really good um we do three kind of Sofer certification program like the right of the child through the United Nations um and then other research on child's brain development is critical and I only get that like Dr Jennifer Fraser incredible she wrote a book called The Bully brain like I get a lot of my material from just reading really smart people's why I stole the book from Dr fle like reading their material right and so when it comes to a child like

(14:40) when I talk about the identity being collapsed by the age of nine or 10 I'm not making that up that comes from like research so we just have to understand their little brains can't take

what we think they can take and also this generation of alpha is very different than x right so it's just getting into their brains right right yeah do there any thought on that terms of hearing from the youth as an athlete or a participant out versus Allison's strategy of reaching in and talking to yeah um actually really I don't really

(15:11) deal in that area but I have to say what number of your top 10 was that meet meet the person where they are I think is is absolutely critical um I work in a totally different I don't work and I well I continue to do my little recycling um in totally different environment than you do um so we don't speak the same language necessarily we need each other yeah and Julie's really involved in in uh knowledge translation I mean at the University that's a huge thing now knowledge it's it's a necessity to take that information and

(15:46) translate it into the language of those that you want to to interact with and I don't think that the youth are going to change themselves and speak ourl which has it has to you know I'm going to add one more thing so when I have um something come to me whether it's a case that's not ran through the proper system or an issue I had one around Tinder all right and it was these group of kids had tried thrown tried to throw a rookie party through Tinder and I'll just be real they were like swiping to invite

(16:17) good-looking girls whatever right so I'm sitting here thinking tinder's where you meet he the soulmate of your life but I have this perception of what Tinder is because I'm 45 years old and ironically single so I think I know what Tinder is based on my experience and then what do I do I can't say to this organization this is really really bad first we have to see what is normalized so I have a whole group of 20 to 25y Old athletes that are on my speed diet so first I find out hey are you all

(16:44) doing this thing because all of us that were 45 to 60 we are all like this is you know and then when you talk to the 20-year-olds they're like uh yeah that's the thing we're like okay so you have to also work your senss around that if that makes sense um because you got to speak to their language or like when I do my parent education to be approachable I call it I know you love them but you got to chill right whereas an academic would probably phrase it like that but that's where my gift is is I bring the Academia

(17:12) to the the relevant audiences in a language that I think they'll responds right right yeah so uh Jacob you have a comment Jacob's athletes can here with Lindsay and this idea of hearing from athletes is kind of actually have a question from hearing from not athletes actually we talked a lot about how sport can learn from Sport and how Sport and heing from athletes can make a difference what can we take from outside of the sport space like uh for example uh guides has been really successful at creating a safe at creating a safe and

(17:40) inclusive in walking space um you know if we're we're opening up Beyond a sport is weird and sport is unique and sport is Sport but if we kind of open up uh beyond what we're used to looking at uh what kind of lessons can we take outside of the sport space to make sport safer and more inclusive you know if I could start there just something that I've been starting to get into and it comes from the business world and and uh Marcus mentioned the sort of newish term uh of regulatory governance um and and

(18:11) we don't do this command and and Obey kind of stuff very much anymore it's more into this regulatory governance one form of regulatory governance is um responsive regulation which is basically a pyramid of of sanctions to ensure compli or where there's non-compliance and the at the bottom of procurement are enabling measures to help somebody or an

organization comply moving up the period the pyramid um the sanctions become more more owners or punitive to the point where it might be suspension or elimination or whatever so you begin by

(18:51) encouraging by assisting by doing all of those sorts of things and I think that sport could really grow in terms of its regulatory accountability which it's fairly weak at quite frankly and even today we we we listen to talk around sanctions and it was all punitive and and instead we could think instead about a Continuum of maybe we need a different word than sanction but encouraging enabling and if that if there's no compliance then starting to become more and more aggressive and punitive in terms of the sanctions it's interesting

(19:29) I was um speaking to someone about this to Lindsay maybe about you know I dealt with something again outside of my job but a friend called me and they said you know we worked with an independent third party provider and this young man had done something and they forced him I knew what he had done they told me they forced him to miss a whole year of his sport and I went oh like I hate to say it but in my opinion I was like well you might as well just handed him a cigarette and send him around the back of the gym to go down the wrong path I

(19:54) really don't believe in long punitive sanctions from missing your Sport AS youth because I had a in hockey as an example with the organizations I work with we're trying to figure out how do we marry misconduct on the ice with misconduct off the ice isn't that fascinating so like what is gross misconduct on the ice and then what does that translate into for a sanction for saage sport and I had an organization say to me it was a hazing case and they were like well Alison should they miss eight or 10 games and I was like I'm

(20:22) pretty sure when the police showed up they realized what they did was wrong I don't think they're going to figure out they shouldn't Haze on the ninth game so I think we have to look at how we're doing it that if we're saying okay if this happens you miss six months this that I don't actually think that changes behavior and when I have there's two new sanctions that I've been testing out just sorry if my team's watching in my own what I'm allowed to do one is when parents disrupt the team I make them sit

(20:48) in front of the entire parent group and apologize in person not fans of that what they're used to is just being kicked out of the ring for three or four days and then they just come back in as themselves so to actually formally and actually apologize and then the second one because I had this happen when I was working with um a client at at a national championships is what do we do if someone gets a sanction and then they turn around and go back to their team the parents and the other coaches and say this is garbage I can't believe they

(21:14) did this sort of like denouncing the sanction because this happened and I said one of two things is going to happen either the coach that was just sanctioned is going to go back and say well my bad shouldn't have done what I did lesson learned or he's going to go back and call this all whatever he ended up calling it so he did the ladder and the next day the team entirely imploded the whole team so now I'm looking at I think we need to look at what is retaliation against your sanction look like because if you get a sanction where

(21:39) you have to miss five games or you know you're a parent or whatever if you turn around and say to the whole team you try to justify it you try to do whatever that can create a next level of toxicity see so there's a lot we can do that I think is just far beyond what we currently do yeah so back to your your question Jacob about what are some example no but

this process that we identify as important for sport to change and adopt is that happening elsewhere or is Sport creating this from scratch right is what you're getting at (22:12) the kinds of things really alluded to and these I mean Elan yski my former business partner he actually went into Scouts Canada when they had that whole okay so they were not one to have watched then but he cleaned them up and created the structure um so there are different sectors to look at I'll tell you what I do is I actually look at the school system and they don't have a lot of great sometimes in sport but if I'm working with a coach as an example who's getting in trouble for verbal abuse I'll

(22:38) say to that coach you have to take them out of sport and put them in a different environment so I said okay well you're yelling and cursing at a child right here behind him on a bench if your daughter was sitting in school and her teacher was doing that and you were watching from a camera would you think it was okay so I do like from an education standpoint try to get them to take themselves out of sport and go into other places where I mean many many things that we see in sport including cursing and swearing and

(23:03) yelling children is never going to be printed in the school system anymore right right um and then I also say that the school system evolved from 40 years ago kids were getting hit by their teachers we just didn't evolve sport stayed the same when other sectors of society were being regulated and they changed and they shifted um belonging to right with the diversity and Equity inclusion which is a huge opportunity is that kind of yeah I think that's a great Pro prompt of having us think outside the box which has been

(23:32) mentioned all day right so to this point about looking at success stories best practices that kind of came out today as well right rather than emphasizing the failures what governance practice or two or more do you believe is most effective for a sport dater to implement at the community level what have you seen really works like you've given a lot of examples for yourself anything else that you're seeing that could be adopted readily by people hearing about the good practice you know I don't really work at

(24:02) the community level so it's a little bit difficult to say but um I I do think that I got into this whole business um from from my law background and my um sport background fysical education background and I always thought that sport was simple didn't understand the law and needed to and law was esoteric unintelligible um and the two needed to kind of get together and and I still think that and I still think that sport needs to understand that it's not operating in a vacuum it's operating in a bigger world and um and I don't think

(24:45) sport can make excuses any longer it just simply has not been accountable and we've heard it today about a special or um outside of the rule of law it's not and stting to be held accountable we're watching it we're watching lawsuits I think there's really interesting ones I'm so sad that you settled but good for you but that would have been a fun court case to watch you know wor are the worst are the worst things absolutely they're they're draining they're expensive they're time consuming

(25:18) but boy they pack a punch and there's some that now are facing U scored that I think will have a radical impact on sport if they make it to trial so can I speak on for a second cuz I'm glad you brought it up so I don't share too much about this but um so I'll tell you honestly what it came down to in my case was I don't believe that anyone in the room after three and a half years did not know that I was going to win okay however that's my opinion I think everyone had it though you don't know

(25:46) which judge you're going to get this is what it comes down to is the system because I had a judge that was working with me and what she said she's Supreme Court judge in BC for years she said Alison like if a judge doesn't understand coercion control manipulation because our case was coercive control grooming if a judge is maybe more old school and just says why didn't you just get on the plane you see so a lot of it is educating the lawmakers which you'd appreciate the judges and to what is so

(26:12) Australia is the first country about a month ago that actually put into law coercive control so coercive control being how cult leaders lead people's brains to do bad things right so before you could only catch a cult leader if they had done something which they eventually do do like sexual abuse that's criminal but now it's coercive control is actually criminal in some countries so that's what it really came down to was just you're always taking gamble you know when you go to court with who you're going to have to make

(26:37) the decision 98% of cases settled before trial yeah yeah but this whole idea of systemic negligence um is what these cases really revolve a lot of them revolve around sport ones are revolving around and they come and mirror exactly the residential cases and uh one of them uh made it trial and well we don't have residential schools any longer but um absolutely changed the groundwork there and it's the same Theory uh with the RCMP those cases um so systemic negligence is is a theory that's recognized within our law

(27:17) and and I think I think a lot of Judges appreciate it now coming from the residential scare situation so uh following up on that so how much is insurance is going to drive the adoption of safe Sports I can speak to that yeah so I'm actually um there's a really excellent insurance company coming to Canada seem called players health and they're currently in the US and they're exceptional why they were founded by an athlete who had a physical injury that didn't get covered by insurance and so I

(27:46) believe that is thank you for bringing that up I believe it's coming here and very very quickly where there's going to be expectations of your insurance companies to put in place safe sport practices what this insurance company does is they actually put it in place themselves so they have a whole division around athlete safety physical and psychological so in order to have them as an insurer you must put in place almost like your you know drive safe program or your whatever um but I think that is I mean any organization would

(28:13) tell you if you're looking for it's actually very very difficult to get insurance now for cases of M treatment just because of how much the liability is um however what I shared with the insurance company is if you really want to help people you probably want to do it outside of the insurance company because people I believe folks will look at that and be like well they're just doing it so they don't get have to pay out instead of truly trying to help people right so that was my feedback is to be separate in it but yeah I think

(28:41) it's a big thing that's coming for sure it's like the stick and car thing right well yeah and if something really bad happens like a lawsuit comes in the first thing they're going to ask you is what did you do to try to prevent this from happening and if you can't say if you say you did nothing watch out right no one can prevent it full heartedly but right and the insurance companies don't want to be paying out their business yeah and do you remember back in the 70s I think it was elpine Canada for about a

(29:08) a one month period had no insurance the premiums were so high because of all of the lawsuits um the premiums were so high that Alpine Canada said called um couldn't Cobble

together the premiums and and they went without insurance for one month and I think I think that if for example any of these lawsuits why their way through the courts absolutely the insurance companies will be looking at what uh what sport organizations are doing and I think you'll see well you already see with the universities for

(29:40) example they self-insure they get together and self-insure themselves because the premiums are so high five minutes left so Hillary you tweaked my interest when you said there's some cases out there is there something like a particular example that's intriguing you right now well Marcus mentioned the gymnastics um Canada won Klein gymnastics Klein and a number of other athletes and gymnastics Canada and and it's an interesting one you're ever inclined this is sort of thing I do I go look at statements of

(30:12) claim that are online but um if you look at that one or even the CHL one and a couple of athletes a um leaving Hockey League um the the statement of claim is really interesting with the with the hockey one uh the uh the defendants the people being sued the CHL every one of the teams under the CHL from each of the leads across Canada and all of the clubs like the number of defendants is dis long is huge but the gymnastics one is interesting and why Mark mentioned it is because who's being suited the defendants are the National

(30:51) Organization all most of the provincial organizations not quite all the clubs the whole hierarchy is being sued um so these are huge they don't get much press at the moment but but they are huge and of course what they're looking at are the policies the rules the practices whether the organizations follow their policies Etc um that being indicative of whether or not they are meeting the standard of care and given what we've just talked about today we know that the standard of care is not being met in a lot of instances and what

(31:29) what are the normal practices for instance in coaching is is punishing somebody uh through exercise reasonable sorry we're talking about all the bad examples we're going to say are there good examples that y yeah to help people keep moving in the right direction people just doing the right people just doing right what the hell I did my time so no yeah no off so from a from an NSO level and I mean it sounds a little self-serving but the way that roow and Canada went from complete death like we had you know we

(32:08) had coaches walking out we had IST walk like we went from Devastation to functioning but it took a year and I would say they've done an excellent job by being very vulnerable re reinvigorating you have to push the culture day in and day out and then the biggest thing is trust and and learning how who people are what they do um so I think rowing has from an NSO perspective the best as far as we've been in a really bad place and now we're we're going here now again it's not necessarily good but the local sports

(32:35) organizations that I find to be functioning the best are ones that are not coach L okay so if you hear a lot of Isos will say well we're coach I so what does that mean it means that in order to attract great coaches they give coaches a lot of decision-making power right so a lot of hockey team a lot of hockey organizations work like this and so I have I mean I'm not going to call them out but there's some local organizations that have sort of gotten rid of that model where the coach is a person who's

(32:58) a important but they're monitored they're evaluated they have committees they have all the things so yeah and and I'm sure that there are a lot of success stories out there I think a lot of organizations are working and and as we've heard they're all over capacity um so it's it's tough but some really good things are happening we need to share them I think you're right I

think um Charlene mentioned the statistics about um people being satisfied feeling that they are safe in sport know that's we

(33:27) sport fundament is good oh and it's the squeaky wheel that gets the we you know next to our next door neighbors I mean we we're one1 the size but we don't celebrate enough of the good things that go on in this country we always do bad things then pointed out and say hockey can buit I mean yeah okay hockey yeah okay they got systemic problems and it has to be addressed but yeah I'm not hot can I just simply would argue that that we need to look at the system yeah not just the there are some really good

(34:06) organizations that are doing very nicely thank you very much within the system um but the system itself I think is failing sport yeah and I think there's new sports may I just offer a pickle ball to anyone in the crowd so there's but literally there's new sports coming on the scene now and I forget his name whoever the executive director is for pickle ball CL Canada he's like we don't know what this is all new and I said well welcome to you don't have to deal with the past you can actually

(34:34) start fresh and build your pickle ball which by the way is an incredible Sport and that's the other thing is sports now that are going to make it are going to be your flight footballs which everyone's like how is this in the Olympics or your you know cheer's going to be in the Olympics it's going to be the sports that actively recreationally people also want to do right so anyway great I think your point ter there is uh like to move and be proactive despite the system where you feel it aligns with

(35:04) your values you feel you can have that agency to direct what you're doing as an organization or in your case you know your business and and what you do um trying to break free of that inertia and that entrenchment of a system and do what you feel is right right and the success stories I think are around those people those examples of moving forward in those ways kind of like uh you know Charlene I see that and DC is is bringing forward resources and infusing we're here to support you and now you get this certification and you

(35:37) can like differentiate yourself because you've gone through and made an effort that people can recognize about you as an organization in the community and so on but it takes a lot of work like you said day in and day out to kind of buck that system that you're trapped in as a community sport I like that certification model that she had that was very effective yeah yeah and there's I mean there's I mean I don't have time for today but um there's you know 10 there's at least 10 to 15 things you can

(36:02) do that cost no money too right right so it's safe sport on every board meeting agenda do you have a committee on your board is it in your newsletters is it on your website are you doing cultural workshop with all your teams do you teach your your coaches how to run parent meetings like there's things that aren't systemwide that you can just Implement and at your own Community level easily with no money and have your position safe sport for your organization nonprofit commercial whatever it is to demonst St safe

(36:28) support what you're doing as a a factor that appeals exactly to attract members right because people are looking for that and they want insurances so it's using it kind of strategically I think you're starting to get some high performance attitude like I think there's like some studies that are pretty new that are starting to show like where there's a kind of safe safeguarding programs put in place in a high performance environment those programs are starting to do well relative to their size internationally

(36:56) because it's kind of like a thrive versus the survive environment right yeah so um one thing I'd like to offer that tiny tiny sticky note over there is my email address so it's if you would put it in the chat so Allison generation safe.com I'm happy to to help anyone obviously yeah and we have a little bit of more time with that with our little interactive uh Network social before the end of the day a quick little half hour to keep you here and talk a little bit put your thoughts up with the Post-its

(37:41) the markers are for the points not the Whiteboard but and then we kind of collect that and get some input from all of you about what you're thinking as the day done because we really appreciate that so I think we're good on time Grace is that good yeah we'll just wrap up now for three and okay so shall I just do a wrap up I think and um you guys can grab your seat so thank you very much [Applause] for so uh Grace is just going to make an announcement we did some raffle draws to the day so we're going to share that now

(38:19) before I do my Clos remarks and a couple of other announcements about book discount for Curtis and Andrea's book and some clarification housekeeping around parking yes a few challenges with that okay so well everyone was listening and learning we did a draw upstairs with all of your names um we have a copy of the book that the Dr fogal road that the publisher is going to send to one of our lucky uh winners here so can I get a drum roll first if you on the book and this includes online and in person is Sher

(38:55) yorski so I believe that's an online attend don't worry there is a 30% off discount code for you all to stand here if you're interested in getting that book so make sure you scan that when you come up and write your sticky note and put it on the board here of your commitment to Safe sport you can do that during the networking social don't worry there's more so we have this lovely shirt here the Queens B relay correct from the Comal games in 2022 and we have an inperson winner are virtual so drum

(39:28) roll for [Applause] the and for online one last so that is that if you have any issues with parking um please come up to me after let me know your name your license plate and we will get that resolved with parking services I'm sorry I know that the platform was a little bit tricky to use but that's for in person tending you can come find me I trouble all right so um in closing what is it that I could say to kind of bring everything together we had I was noting with Hillary before we did the little chat with Hillary and Allison

(40:17) about you know just serendipitously the themes that seem to kind of come through from each speaker this idea that you know we need alignment that there's no one factor it's a confluence of issues we need to have multiple and L strategies like this message is an important one and so the challenge I feel is how to execute that and what I said at the beginning of the day a complex fragmented and highly you know problematic system that's in crisis to be frank right so we'll keep working and we'll keep talking and that's what we

(40:52) what we'd like to do my background is more social managerial issues in score is what brought me forward as a scholar and one of the writers I really enjoy is pet Peter Ducker and he's a renowned management scholar whose insightful commentary is uh focused on realism and what's really going on in society with a very inspired Vision so he doesn't just lay out the problems he talks about the way forward right and he's written a book called managing in turbulent times first published in 1980

(41:28) and I find much of what Peter Jer writes very relevant when we Face crisis and we're in challenging times more and more often these days right and what he writes is to manage in

turbulent times therefore means to face up to the new realities it means starting out with the question what is the world really like rather than with assertions and assumptions that made sense only a few years ago and in our case was sport decades ago and even a century ago when you think about it right so drunker advice on managing drastic

(42:03) transformation is this to take advantage of new realities and to convert turbulence into opportunity and in our own ways in whatever space we operate in that would really be my recommended call to action coming out today and what I've learned from all the speakers today so in the case of safe sport in Canada this is the challenge we currently face right it's changing our understanding of what has happened and and that changed dur the crisis where we tend to entrench when we're under threat rather than reaching

(42:38) out and communicating Crossing into other sectors learning from other examples and you know laying what we've done out there and talking about how to really deal with it and so um today's Forum provided us an opportuni to look at these realities and to the evidence to inform our future dire and what you will do individually and with those you work with so I could run down through the summary of what every speaker highlighted I think everybody's coming away with um a real nice kind of storyline of the day from Peter to then

(43:13) Hillary and Marcus and then Eric and then Allison bringing that oomph of energy and those those that athlete pal passion and then following up with that from uh Curtis's talk on his book and chardine looking at what's happening at PSO and then a talk at the end of the day so I hope you've enjoyed that thread and um you know it's really going to help you Mo forward in different ways and that you'll stay in touch with us at the center so with that in mind I do have a few closing thank yous like to

(43:43) thank Dr Peter tittis who was there this morning for his funding support for the center to host this this forum from The Faculty of Applied Health Sciences our networking social is being supported by sport Niagra which is a legacy organization here from the Canada Summer Games and they're doing a lot around building our community keeping the momentum moving forward for sport and Recreation in the region and uh to our CS team you've met Grace Nelson our coordinator Jonathan Pennington who's our communication marketing event intern

(44:15) earlier today there was Ty Richie who's our also our intern assistant in the same communication marketing and events and our volunteer team with Amanda Nash Charlie Bender who's still here and Adam green so we really integrate students and appreciate all they do to help us our Center run events and mobilize knowledge and all the rest of it um I'd like to thank C John kich who helped with all the life size so thank you to everybody online I hope it worked well for you and uh arar for catering and

(44:48) parking services for the parts that worked but they're going to be very Cooperative I'm sure as we worked for uh forward so and also thank you to all of you here and online for joining us today it's our third Forum since 2019 to the center we're always filled with the reception and the uptake you get and you know engaging with people like yourselves is really important part of what we do at the University and then Center SP capacity so watch for your safe sport Forum package that's going to

(45:16) be coming it'll have access for on demand to watch any of the uh recordings you might like to revisit some of the ideas and uh learn from them you'll get a p PDF of the PowerPoint presentation a link to the centers uh safe sport resource Hub there's uh take ones that you have the purple one is a free access open education book on various chapters on safe sport

that's there for uh really helpful training and development and then we also have kind of um other ways that we'll we'll reach out to you but
(45:48) that's going to be the package that will'll turn things around and you'll hear from us again soon so from all of us from the state center for support capacity team thank you for your time and we'll transition now into a little bit of a networking social before you have to head out on a Friday afternoon and everybody online thank you for joining us and we'll see you soon all right so we have some e
(47:26) e e e