

Video 4.1 (00:16) thank you everyone so we'll keep moving forward here the discussion has some great momentum and I know that the next session is going to add inuse even more energy into our dialogue today so uh we are honor to have Allison foresight with us today Allison is a two-time Olympian and eight-time Canadian champion in the sport Alpine scheme her career now is as a safe sport Advocate and professional and expert recently named as one of Canada's top 25 women of influence Allison is about to start her own organization called generation safe

(00:54) focusing on safe sport education for all Canadians as a special note two years ago we me we had our athletes first safe sport Forum Allison spoke with fellow athletes on our athlete panel that was chaired by our own Dr Michelle Donley in the department of sport management so today Allison will be offering a perspective from the front line and I thought that was so fitting I'll let her explain where she's coming from on that theme but it is definitely discussing athlete experiences so without further

(01:26) Ado please join me in welcoming Al to the folks online thank you for joining okay so um thank you for that kind introduction if you can't tell already about an hour ago let see um I get really passionate about this okay so I'm going to come at you people tell me they're like you're a lot and enough audien has told me that over the years before I took that as a positive so I'm a okay so just bear with me I'm going to tell you a lot of information in the very short 30 minutes that I have and I

(01:53) want to be very mindful of your time now I think one of the coolest things that I'll share right off the top is I love when I get to partner be in these types of environments with other experts so kudos to Dr Donal finle Macintosh all of you for the work that you do and I just chatted with Hillary before um my specialty is bringing the expert research bringing my own lived experience bringing the experience of athletes and I have the great privilege who disclose to me quite often about their challenges bringing the experience

(02:23) of coaches who are challenged right now in the space and how do they coach and they're scared and so I'm right on the front lines of this movement okay so my requests of you are a few things one take care of yourself first okay so I going to be I always like to mention this I will be talking about Mal treatment I am trauma informed I'm very mindful of of this topic I do this every day this is my bread and butter is my passion um so just take care of yourself um do the best to remove your bias as

(02:51) you are listening so a little less relevant to this group but I think if you could imagine sometimes I step into auditoriums full of 250 football coaches and I have to tell them why they can't run suicides anymore right so I really when I work with audiences and I'm trying to shift their behavior on the front lines I really need them to start to think about where they're coming from right so one of the key points I believe I have on there is that trauma is trauma so I'm not going to go through this

(03:18) today but there is no pecking order to these forms of M treatment it is very very clear through research that I am a survivor of egregious sexual abuse some people made from a pecking perspective or a bias perspective or what they think trauma to be could say well Allison I have people say this to me all the time I'll be honest well what happened to me wasn't as bad as what happened to you okay so that's another thing I offer to you right off the bat there's no pecking order there is zero zero proof that a

(03:48) child who's being bullied for eight months on a playground or in a sport organization has less trauma than what I have from what happened to me all right it's not about you as a person that's really key I'm going to give you some tidbits of how I get try I think I'm doing a pretty good job of getting through to some real sticklers you know around how they coach and who are you to tell me what to do and one of the biggest things is it's not about you as a person because you're going to hear me

(04:13) say the word you um and if I walk into a room full of athletes and I'm working with them on bullying and hazing and you'll see one of my slides it's called crisis with devices you're welcome for that pun but when I walk into rooms full of athletes I have to be very clear with them I'm not talking about you as a person okay so again just try to remove your bias be open and I know you're probably scared right now so you're like that was a lot so here we go it's going to be very simple look at the outline my

(04:38) request of you a little bit about me and then the top 10 right I picked a little back old school um Letterman here with the top 10 for you today so U about me so first and foremost those are my three usually wonderful headache inducing children um that's like or Carter is Scarlet in order of height and age so ironically I was just out here last night so I say ironically because you can see as an Alpine skier but ironically I'm also a turling hockey coach okay don't tell anyone this especially the kids but I don't play

(05:07) hockey and I think that tells you something that I got to a AAA level of hockey on a bench with boys who are 13 years old without knowing what icing is I don't know what a bump is I don't know what a I don't know anything that goes on the white boards okay so when I work with these kids and their parents and their coaches the work I do is all around safe Sport and they don't even know it so as an example this year on my son's team we're creating a chirp free team how hard is that really hard okay

(05:36) I'm going to talk about chirping as a normalized microaggression towards bullying okay I had to provide sanctions to parents two weeks ago in a hotel for a tournament for doing not so awesome hallway Behavior okay and for years the team was like they're like well we've never dealt with anything like this I said oh sorry but parents have been causing ruckuses in hotels at hockey tournaments for years and years years and years dealing with it is doing something about it experiencing it is totally different see that so I deal

(06:07) directly with my own kids teams about all of the challenges that we see with safe sport they are probably obviously my main reason why I do what I do to create a better future for all so that's me speaking so here's what I do um what happened I'm going to tell you what happened not to me yet we're going to get there but what I want to start with is how I got to stand in front of you here today so I started working in the system around 2019 and the work that I started to do in the system was at a level that was so

(06:37) high that I was very scared I'll be honest I was thrown into working directly with the sport minister at that time and she was The Honorable Kirsty Duncan so this was two sport ministers ago and in that work as an athlete advocate for stage sport I was put on what I would have said back then a whole lot of fancy committees with fancy people who had acronyms and all these things okay I had to learn the Bible the CAC the COC the sdcc the CC and I will have a good reason for why I'm telling you that okay when I get into the main

(07:07) bulk of my presentation but back then I would have said that I felt like baby sa sport Allison where I was hearing all these fancy terms and what we can do in governance and

structure and I just remember being like I'm not sure this is going to work and I'll just share right off the bat one of the key things that the conversations were focused on in 2019 or let's do it at the NSO level because that's what Sport Canada can influence and it's going to trickle down it was the intention was to trickle it

(07:33) down now I work in the space now with many organizations multiple National sporting organizations multiple psos and I'll be honest because I always am and I'm a little outspoken but find me a PSO that loves their NSO okay so the trickle down in every single NSO I've ever worked with when I work directly with their ptso below them I rarely get good feedback about the NSL so let's start with that how is the going to trickle down when we don't even have systemic let alone alignment we don't systemic

(08:05) like each other all right so I also um I'm going to pull from a variety of places today for the next 25 minutes I want to be clear on where I'm pulling from yes I do pull for research okay and I have I'm very humble and I'm about to build a very very robust education program for our country and I need more valuable research and statistics okay the bulk of what I'm going to share today is going to come from three different places one is my own lived experience But the irony is that my experience is predatorial and so I can I

(08:37) can have a lived experience of abuse but I can also have a lived experience of being one of the top athletes in the world under a very um authoritative NSO structure okay two which I think I hope is more relevant is I have the great privilege of providing education to folks that get in trouble I'm going to use real language with you okay so sanctioning indication so if there's a hockey team that gets caught for hazing instead of sending them to an online Cartoon hazing program that's based for high school kids in the US because

(09:08) that's the only one I could find they come and talk to me in and I do a whole session with them okay so I'm going to talk a bit about that three is I'm strategically partnered with another company called ITP sport I used to be a part of that um company now I branched out on my own we're great friends and were strategic Partners so what do I get from that I get statistics of what is happening in real time from cases they see um again I do sanctioning education so I get investigatory notes I'm not

(09:34) involved in any complaint and I think the biggest thing that I get is a clear understanding of how murky the formal complaint process is all right so when I go to do direct consultations with organizations there's two I'm going to reference today one is Canada Soccer and the other is row Canada both know that I speak about my direct consultation with them and there's me at the Olympics way back when now what 21 years ago okay so what I want us to just gather when we talked about the culture shift

(10:03) in sport and you heard me already get really excited and jump up earlier this morning I want you to start to think about at the very very tip of the iceberg is the fact of how we define success for our athletes and our children how do you find Divine success I work in what we call bystander abuse or parent abuse I do work with parents who have gotten in trouble for yelling in the stands cursing on WS banging on glasses okay banging on the glass and the first thing I say to them is I say what do you want your child to get out of sport that has

(10:37) nothing to do with winning it has nothing to do with making it because what also I believe science will not show us at least this was not my experience in many many professional and amateur Olympians that I talk to is that just because you make it does not necessarily mean you're happy and healthy so this is tough right because this goes right into the societal

construct that success is money and if you have money and fame you're automatically happy okay so when we talk about Shifting the culture of sport I

(11:07) think it's key to start there as huge as that might think and get really philosophical about what we're talking about because here's the deal that was me coming through the second run of the Olympics in 2002 it was a giant swen which is two run combined time I went in the night before I was sat down with the board of Alpine Canada at the time and the board member looked me in the eye and he said Woo you better get us a medal tomorrow for cro we're in trouble with money the night before okay that exactly words

(11:37) were uttered to me by a board member all right pressure pressure I came into those Olympics ranked third in the world i' had a huge jump in my world rankings suddenly I was a medal hopeful from being 50th in the world at the beginning of the year from just being what I call the participatory Olympian W I'm here let's party but I also wasn't the season champion of knowing how to deal with depression and I often say to folks there's two types of my opinion two types of Olympians that win the season Champions

(12:06) and the I'm just here to have a good time what I won oh my gosh that's so funny and then there's me who felt all the pressure and none of the experience to this day it is very difficult for me to say to you that I was seventh at the Olympics why yell up cuz he didn't get the metal metal or bus metal or bus okay framed in my home right now is my other viid from those Olympics from the event I knew I didn't have a chance to medal it because the bib that number three bib was torn up and thrown in the

(12:39) garbage because I disappointed myself my family and the entire sport system but it gets better or worse depending on how you want to look at this because the other thing that that picture does not show you is who I was at that time so I was suffering from chronic and complex PTSD clinical depression and anxiety I had tried to take my own life twice all right that's who I actually was on the inside we know this I know you know this but we have to recognize and bless Simon biles for putting this on the world

(13:12) stage for all of us to recognize and look at her kill it now right mental health matters and honestly the foundation of safe boort is mental health and psychological safety the last thing I'll share before I jump into the top 10 is when I have to work with folks who this is new parents coaches administrators I try to get them to understand that yes we could talk about being complex forever but it's actually quite simple we have physical safety helmets concussion protocols mouth guards no question would ever no

(13:50) parent would ever question that that's important what we are talking about is psychological safety this is new especially for anyone of us that's a y or X generation okay so we have to recognize that that is really what we're speaking about so there's many different definitions of safe four I'm going to skip right past that and get to this because I don't have a ton of time so athlete perspective absolutely but here's what I've learned in the time that I've been working in this

(14:19) space is athlete centered and and please take everything I take with the great of salt that this is my experience does not mean athletes make all the decision okay athlet centered I'll repeat does not mean that athletes get to make all of the decisions I have worked with nsos now that are scared of their own athletes they're not even holding them accountable to show up on time or weights because they're like well we have to be athlete centered or athlete LED I've also worked with organizations

(14:48) where these athletes bless us want to have this huge involvement in the NSO so we set up an athlete Council but none of them show up for the meeting okay so my point is that safe board was up up down and sideways and yes we have to focus on our athletes but here's number one of the top 10 they don't speak policies or acronyms remember please this might not be you I am generalizing but in my experience and what I know from myself is I walked into an NSO rolling Canada in absolute crisis and the athletes in

(15:21) the NSO administration were so far apart you couldn't imagine and the first thing I said when I came in and all they wanted to do bless them with complain about the NSO is I said how many of you have read your athlete agreement and not one hand in the room went out okay so when it comes to accountability when it comes to policies being athlete centered means that they're not we have to remember they are not going to sit down and read an 80 page document that on page 25 to 40 there's something about

(15:51) hazing in there somewhere and they're just what supposed to automatically know all right I've dealt with many hazing cases it's one of the worst things ever seen right now in safe Sport and every single organization I dealt with that had a major chasing Cas absolutely had a hazing policy it doesn't matter and I'm not mean I'm not saying policies don't matter please this is the front lines it only matters if you're bringing it off the paper and into practice so I'll tell you what my experience was in the last

(16:18) four years since 2019 mandatory by 2020 the nsos must have implemented the universal code of conduct for Mal treatment and Sport for providing even before the the 06 started independent complaint management and the third was training and education okay great if you've heard me speak before you I said this in the House of Commons twice and trust me our parliamentary leaders do not like to be told about that I don't like policies all right if we think we are going to solve this movement or this crisis with a policy

(16:55) and an online training module that no one pays attention to we're kidding ourselves this is incredibly deep we are systemically changing sport not just Canada because the other ironic statement I'll make is Canada is actually seen as one of the world's leaders in the space and if I had time you'd know why you'd get there because we're actually trying to deal with this there are so many countries that go yeah never mind close it back up open the door yeah no never mind all right so I was abused in a very egregious way and

(17:27) what happened is my NSO covered it up directly for 17 years they know that now I know that I just finished a three and a half year civil suit with the NSO and the perpetrator of my abuse so I'm also standing here today as someone who has completely done a ton of work to get here but I've forgiven my abuser so when we talk about vilifying people and it's all about the bad guys or the individual perpetrators we have to ask ourselves clearly what are we actually trying to accom accomplish with the punitive

(17:57) nature of sanctions all right right so last thing I'll share about the cover up which is why you have independent complaint management and I know it's challenging for a lot of organizations I know it costs money is that I can stand here today and tell you the trauma that I had from 17 years of not being believed when I threw the whistle being blamed shamed ostracized being told to my face that I took away the best coach and athlete had ever had that was another victim who hadn't got woken up to the course of control yet okay that

(18:26) was my life so I live through a massive coping mechanism only because nobody did anything to help me the trauma that I felt from that time was far worse than the trauma of

being with with him all right so back to this for get on track okay when it comes to the acronyms I'm not here to a little acronyms all right I am here to say that it's a perfect example of why I as an athlete needed an acronym Bible when I stepped into the sport f space okay there is one COC has one if you need it it's brilliant it's

(18:56) got all the acronyms of all the incredible Sports organizations in our country we have to go where these athletes are literally so I do culture reviews for organizations positive they're not investigatory I go in I do environmental assessments I look at the beautiful thing that our researchers have told us their structure in their governance here's the example I'm going to give you Ro hanada they had an abusive coach we named him in the report we didn't have to his name is Dave Thompson I push them

(19:29) to name him name save Thompson say it with me again never hired him okay he's still out there he was removed from his head coaching position for psychological and sexual abuse in the right way it was one of the first removals of a perpetrator done through independent complaint Management in the country okay great see you later dat about 6 months later I get a phone call because the entire organization is Rock Bottom in crisis so I started a case study without knowing that's what I was stared I went and embedded myself right into their

(20:01) team the first thing I did was go to a training camp in Whistler to this day I've never SP foot in a boat and that's a good thing I see things that others in that sport will not see as the conditions for Mal treatment to occur because I don't know the sport I'm not culturally conditioned to the sport so when I walked into Roy I literally walked in athletes they they believe they trust me a bit right CU I'm an Olympian and I've been abused and all the things so I have validity with these groups I had a limit

(20:32) gold medalist come up to me she say well I already know I'm not going to Paris H I'm like aren't you in a boat that you row that's time because I'm pretty sure that you have some sort of objective selection no I'm not going because so and so doesn't like me the new head coach you guys see right away you folks see right away that risk there with abusive power never should an athlete say they don't feel like they're going to qualify for an Olympics especially Olympic gold medalist because their coach doesn't

(21:04) like them the subjectivity so what Ruan can had done and I do not put them at fault for this because this is the way the system was devised they looked at this as a person problem and what I came back clearly and told them is that your head coach position regardless of the person in it has way too much power in decision making because this might be a bit much narcissists are who we're talking about they're not only born but sometimes they're raced so when we let these coaches bu around the system and

(21:39) they get hired in because they're the best remember I'm generalizing okay and the only thing that we look at to see if they're the best is how many medals did that guy win over in Australia bring him in and we don't bring him into our culture we don't have one we don't say sorry I don't care where you're coming from this is not by the way a problem this is what you're allowed to do you're in our country now you're in our sport now and these are the rules of engagement because what we do is we hire

(22:07) these people in and they bring everything with them and that's what we're only have done so what do we do we took away about 65 to 70% of the head coaches power where did it go I Diversified it to oh guess what all the assistant coaches that were sitting around wondering what they were going to do besides carrying boats okay I'm being real here this is one of the

best organizations in our country I gave more power to their assistant coaches so that they could get developed to be a head coach

(22:34) one day and how did we do rowing Canada selection for the World Cup in three weeks three weeks we took away the entire selection process which was head coach Le and head coach ultimate decision maker and we built a whole committee with an onut person to make sure we were doing our job well that can happen quickly but you have to look at what is actually happening within your structure that could lead to Mal treatment and one of the number one things you'll see if it's a public report that's been written or not a

(23:06) public report is Administration needs to spend more time in the high performance environment all right what did we do if we did a whole day I went and did three days of culture workshops we built new values do everything I'll talk about that in a second what do we do for a whole day yoga Terry Dylan bless him CEO showed so much vulnerability he's like I don't do yoga and I was like well you do okay we brought everyone together team building there was athletes on that team I said this is not okay there's athletes on

(23:37) that team that were like who's who's she I was like that's your communications director her name's Colleen right so they live in this bubble these athletes they live in a micro environment bubble that we have to break them out of and we have to go to where they're at in the experience of the last four years with the um amount of cases that the company that I'm partnered with has seen glaringly cultural normalization of abuse is far more prevalent the predatorial and my argument which might

(24:10) sound a bit weird coming from me because I'm a victim of predatorial abuse is we have been overly focused on take the box predatorial abuse tactics including your background checks and screening we do them not because we're going to catch someone we do them because it's going to prevent a predator from entering the organization in the first place all right why do we put St for on our website glaring if it was back in the '80s when websites first started I would say like neon pink font it's because a Predators going to

(24:36) look at your website and go n oh shoot looks like they're they're trying to find me a predator is usually a sociopathic malignant narcissist I talk to my Predator now I had to sit in hours upon hours upon upon hours in front of this man this man was a person who to that day had never spoken publicly about white had done because the only thing he did in our criminal trial was stand up in the middle of the courtroom at one point and yell out why isn't anyone talking about how fast they speed okay he's a

(25:08) Larry Nasser at my ususer um sentencing hearing he was asked if he was allowed to say anything if you wanted to say anything and he turned to us he said to the girls that were there I was online he said I'm really sorry that this happened I'm really sorry that the system put you through this because it was a criminal trial right where we we were subpoena so he was blaming he never apologized for what he did to us all right okay so then I go into civil proceedings with him and I will talk about other things but I'll share this

(25:39) with you and I looked him in the eyes I said I believe you to be a sociopathic malignant narcissist and what that means is I don't think you you actually think what you did was wrong I believe that you believe that you didn't do anything wrong he's like you're 100% right so now I talk to him why because I want to pick his brain I want to find out how a brain like that works at Larry nasser's sentencing hearing if you watch athlete a the gymnastics doctor he also said at the S it's like

(26:05) they they I thought fining is a recipe we're going to go through this but he literally said the exact same thing as my guy like as if they were own Cahoots right he said I'm sorry that you know that these athletes had to go through this with the trial not the actual fact that he molested over three something like 300 girls so let's look at this we talk about and I believe we in a position where we're starting to vilify our coaches and my charner company did a review for coaches association of

(26:37) Canada and interviewed or surveyed 582 coaches and over 65% said they were scared now of false complaints and they felt that they were being hung out to drrive and that at any given day an athlete could just allege something and their name was mud and unfortunately I can't tell them that not to be true I have to say to them that actually could happen but you have to trust the system and when that system is is operating properly with the independent complaint management there should be which is why we have it equal rights for a

(27:04) complainant and a respondent and I will have complainants in cases athletes say to me not our cases but say to me I don't feel like the complaint process is trauma informed enough I say great so are you ask because I won't call a complaintant a victim see that people can declare victimization but we have to have rights here so we have to watch our own language because I've even heard some of us as a sport system talk about complaint people in the complaint process as victims it's not necessarily

(27:38) true that's their own declaration so when I look at an athlete and I say what if you have a complaint filed against you for bullying would you want the person that files a complaint you see where I'm going with this we have to until the the outcome of the investigation is done be respectful of complainants and respondents as human beings that's my Approach so let's look at coaches when a coaches if he she or they was coached their whole life raised a certain way there's a reason why men I

(28:10) think it's up to 80% females 40% rep perpetrates rep perpetrate the abuse they suffered okay it's normalized for them so then you go backwards to the 70s 80s or even ' 90s and you look at coaches yelling and cursing and screaming on hockey benches um running B stating athletes till they threw up or passed out in a bucket all of this was completely normalized for them so who's stopping them from doing it now no one no one's even giving them tools on how not to do it what's happening is we slap

(28:40) them with a policy and the rules and we say now read the universal code of cond for M treatment in Sp okay they don't cu no one told them about that because what I saw these organizations do over the last four years is very poor implementation every one of organizations I work with know that I say that I'm there to help them do better but it is not okay to think that you've got safe sport covered when you put in place a policy that you don't educate on and forget to tell the athletes or the coaches that it exists

(29:11) it's not okay if the only thing you're doing for safe sport training is online and I am partnered and very very respectful of CAC and respect group again they know I say this your online training is Baseline and generalized it is for a purpose to hit masses it is oh gosh really it is not it is not going to be enough all right so you know all this we went through this this morning but I'm going to give you a couple examples water polo so we did a review of the sport of water polo systemically from top to bottom one of my first calls

(29:45) was with an executive director she knows I say this everything I talk about is under public or I have permission and she said well yeah you know that the police were called to the

pool deck a couple times last year to which I responded well that's interesting why would they be called to the pool deck and it was because of alleged sexual assault water polo interesting all right so I'll just say it there's a normalized not anymore hopefully there's a normalized cultural thing in water polo where athletes grab each other's

(30:13) genitalia under the water in order to get the ball gameplay tactic of grabbing genitalia okay it's kind of an extreme example but it just goes to show you that this was accepted for years and years and years and years and years so what I do is I call up a buddy of mine who played for water polo and I said did you ever do this said absolutely okay so I get my I get my evidence wherever I need to go to get my evidence so we could talk about other many other sports the one I really want to highlight for you right now is when

(30:40) it comes to um trauma with crises with devices no okay when it comes to hazing as I mentioned before I get I get I'm trying to prevent hazing but when I'm trying to prevent I get or groups coming to me to get hazing education one such group is was a junior a hockey team on a BC public case and this group came to me for education and I think if I gave you four seconds you would understand what each one of them say because in the investigatory notes what I received is most of their justification is they didn't actually realized what they were (31:15) doing was so harmful okay now if I told you what these young men had done your mouse would hit the floor the police were involved all right so when they're sitting in front of me on Zoom looking terrified they think I'm going to rip them to shreds I say can someone just please I I know the investigatory notes but can someone please share with me real time why you felt this way guess what they said come on Yell it out everybody else is doing it same thing happened to me two years ago this has been part of it so I go back to so we

(31:43) work through that I go back to the organization and I meet up with the commissioner and he goes okay fine no no hazing Zero Tolerance get if you have a zero tolerance policy get rid of it right now because of course you have zero tolerance does that make sense okay but he's like we have zero tolerance for Hazen I said no no no you have to get rid of kangaroo courts who knows what a kangaroo court is yes and he goes what do you mean so a kangaroo court is a policing method from athlete to athlete built under a in my opinion a BS model

(32:13) of empowerment and self leadership so it's while you're late put \$5 in the jar for the rookie party this is where the hazing was happening was at the Kangaroo courts that's how you remove a condition where the hazing occurs all right now we heard about this already this morning I'll touch on this just quickly this is the pyramid apartment I'm going to give you a real life example nobody in this room sometimes rooms there's still people that don't hear about what happened with Cofe Canada I know you're not this room when

(32:43) I heard about what happened with Hoy Canada I'll take away the fact that I met with those folks about a year before and they said no to my services so I had to go vocal in the media about it as I just had to I heard what those young men allegedly or had done in the hotel room and I'm sitting with a bunch of of hockey moms and hockey dads at the time and they started vilifying those boys and I went oh is that the way they see this that these are horrible kids ah this is the disconnect what I thought as

(33:11) a mom trying to raise two boys in hockey right now and they're Triple H just meaning they're high performance players and they're right in this culture I thought oh my God we put those kids there we put those kids there and I know I'm being harsh but look at this we take a 9 or 10 year-old boy player and we say to him you're better than everyone else Jacob the rules

don't apply to you you're going to play up a year you're going to go to unsanctioned tournaments you see that we're teaching children the

(33:40) superiority then we say we're going to put you in a special this is what happened to my kids my kids if I let them they wouldn't be in noal right now they'd be somewhere deep in the gch you know in some sort of hockey school okay then we're going to take you Jacob do you like I'm using your name Jacob like we're taking you Jacob and we're g to put you in a hockey school where guess what you're only going to be with people that look like you act like you chir like you wear your flow like you right

(34:06) my son walked into this room right now he'd be like hey alsoa the kidne needs a haircut and I'd be like I know but the hockey hair now right it's this big flow that's not wrong except by a very young age these kids are identifying with what they do not who they are what they do not who they are I'm sorry but when you come from a generation that I did that those young men did were the word pot bun is thrown around like nobody's business then we have to be mindful of sending these kids up the

(34:34) Pyramid of har and where it's the bad guy problem is when we just Peck them out from the top or the second to the top and we say oh that's a bad person that's a bad kid right now I'm dealing with many many cases of teens in crisis around bullying and I want to be very clear when I say there's a huge gap in our system when it comes to what do we do with athletes in the middle of an investigation what does trauma informed care look like okay so I had options in front of me it was one of my

(35:09) organizations I could suspend the program and send all these athletes home this is a team that's under three separate investigations independent or I can provide them all mental health services see the difference they all got Mental Health Services we let them play Under very strong probation I meet up with that team once a week and we go through our cultural commitments these investigations are still happening but I'm doing as a pilot project to see what is possible in the interim during an investigation grooming is a recipe

(35:41) the first time I heard about it I was 38 years old standing on a stage non Classen a brilliant woman who's the director of education for the center of child protection all right she got up there and put those four little stages on the on the screen which is why I still use them that is exactly what happened to me if you do not know the stages of grooming gift giving telling secrets ostracization from other teammates mental isolation if you need more work that's what I'm here for but here's my problem with it because I can

(36:14) go here now because I am not baby saes for Allison anymore if you didn't know this in the last 25 minutes why are we only focused on physical isolation why are we not talking about that these people have a profile they are the Ted Bundy of your organization Ted Bundy white Anglo-Saxon serial killer in the 1970s nobody thought he was murdering women this is a guy that jumped out of a a library because no one was watching him this is a guy who the judge apologized him when he sent to him for death because nobody thought said

(36:44) bunny could do that so I find a lot of predators that's a bit of a weir experience but it's I know exactly what I'm looking for and when I think and I think there's someone that's a little shady in the situation I will have organizations say to me but Alison he's on the board exactly he's a member of city council yes he is or she is he has kids uh-huh they will maintain a squeaky clean public profile because of what they're doing in their private life so get up to the favoritism the personal

(37:13) Bond I had a ski team say to me well Al we're good we don't I'm getting there we don't have people riding on ski lifts together and I said that's fine it's open and observable but what you have to watch out for is the same coach getting on the same the lift the same athlete over and over and over again okay so get up now everything needs to be a formal complaint we're in problem with this now where now we have a complaint mechanism where a ton of complaints are getting filed that actually just needed to be a

(37:41) meeting actually just needed to be a conversation or some sort of cultural intervention with Candace Auer I just worked at the national championships as their stage Fort officer what that meant is any or any team at the national championships could call me for support and guidance and advice on where to go and what did I spending my time doing working with teams in what I call interpersonal conflict that thought they were in bullying so you need to understand that do working on some things internally and concerns that is

(38:09) very critical because no matter which way we slice it the disclosure pathway in the investigatory process of Independence is not easy clear or kind so if you work with an organization the first thing you can do even if you're not working with an independent provider I get that first thing you can do is ask yourself does every single person a part of this organization know exactly what to do if they witness or experience Mal treatment do they know where to go do they have a safe person that's been trained to talk to do they

(38:38) have someone on their staff that's been trauma informed and can act as that safe space for them bet you right now the answer is no is incredibly convoluted and it's complex so no matter which way we slice it we have work to do on the complaint process so backing up to this we want to actually avoid complaints under that term if that makes sense we want to try to mitigate challenges through our culture before they actually turn into formal complaints we are in a crisis with devices any of you are interacting with

(39:15) teenagers right now I'm going to give you rules because unfortunately that's where we're at no phones and dressing rooms massive social media policies you must limit if not completely annihilate any sort of allowable group chats through WhatsApp through snapchat coaches should not be following athletes on social media and vice versa the way that this generation who are gen Zed by the way peer-to peer or gen Alpha the way that they treat each other is not kind and we need to work through that

(39:44) but in the meantime we need to shut it down we have death threats coming through snapchat all right and then when I get an educated group of kids that come to me and I hold up I do it on purpose I hold up 30 pages of printed Snapchat messages what do you think they say yeah what do they what do they what do they think about Snapchat away what do you mean Snapchat they they don't realize every single thing on a phone is retrievable okay we must stop blaming and shaming okay I am a huge advocate for the fact that we know the

(40:23) problem and when I talked to Carla SP Minister I said put me in some other amazing experts in a room with you for 15 hours and we will probably tell you exactly what you need to do okay done blaming and shaming every single one of us plays a role and when it comes to your culture like Dr McIntosh so clearly stated which was beautiful it is your behaviors One Last Story and I'm off the hook here you must look at not only the organization's Behavior but the athletes when I checked into a hotel working with a team in crisis they

(40:54) said oh you're with that organization I said y I'm here do culture work they said oh well can you please ask those athletes to keep their rooms a little cleaner when they check out next

time so we talked about respect is one of the core values of that organization what did the capability look like to an Olympian it's called showing up to weights on time it's not complicated all right so it has to go up down and sideways and I have obviously a lot more to share by that time oh I do have time [Applause]

(41:29) have time for a question Grace is going to try and and uh get a question online because everyone here has time at lunch yeah to speak with Allison and Allison and Hillary will be in a wrap up uh conversation with me at the end of the day too so there's the end of the daytime for everyone in person so Grace do you not none online yet so maybe we'll take one room quick we have time for one also challenges I know this going to be a lot does anyone want to challenge anything I shared no I'm G to ask an intake question because because

(42:00) it's a um because I I kind of struggle with that because everything becomes a complaint right so how do we and I think maybe the Norwegians do it a little bit differently how do we get how do we have um a safeguarding system where there's an intake process that allows us to have a conversation about things and kind of develop some culture and kind of move you know kind of where we're going without getting straight into a punitive process yeah exactly okay so a couple key points here that I recommend I want

(42:30) to get into action here one is that you need well obviously you know we have to set the culture right and what are those behavioral expectations two is you need to have educated the folks which is not told very often because each case is treated differently all right but at the end of the day like it's a lot of it's common sense that I I can tell you honest if a Coach yells at an athlete once it does not need to be a formal complaint right so we have to understand microaggressions and then what the threshold is for when a complt would be

(42:58) deemed an actual complaint because here's what's happening and I'm going to use the word Turf and please don't take that negatively but if a complaint comes in and it's not applicable to the policy which is why it's critical that your policies have definitions and examples like the universal code of conduct does if it's not applicable to the policy immediately it's going to get turfed it's going to be back to the organization to deal with because it's not policy applicable to the universal

(43:21) code of conduct or whatever policies in place the other thing that happens is it's not our jurisdiction and this is our problem right now with ask and I I I'm a huge advocate for ask but there's a lot of complaints because we haven't done a good job of educating how ask Works compared to other of going to O that they then turn around and go it's not ours it's yours right but to better answer your question from an intake process you unfortunately I wish we were beyond the need for people but you

(43:45) actually need consultants and experts to help you understand like if me operating now client side is that if something comes into Canada Soccer it's going to by next week come to Safe soccer Canada soccer.com and I am don't tell anyone that I'll get inated but I'm the person behind that so I'm not a judge jury or whatever but I'm there to help direct people on the Avenue that they should pursue based on what they're saying is happening you need people you need experts yeah yeah okay yeah yes Al sorry

(44:14) Hill um you focused on complaints and the athletes and the perpetrator what about the organization yes good thank you I that's talking about the athletes okay so from what lens would you like me to speak on well I'm just thinking using the words holding them accountable at the end of the O isn't in that game yep absolutely okay so again a people things so something

I do is I have a background in crisis Communications I work with organizations on how to properly apologize fascinating right because

(44:42) they're also being directed by their their HR and their legal which we'll probably hear about this afternoon to not ever admit culpability in something right but what organizations have to realize about being accountable is that the Public's crucifixion thank you to like Rick Westad of the world the public public crucifixion if you don't do the right thing is going to be far worse than any defamation case so one thing is educating the organizations that it's far better in their interest from a

(45:06) reputational damage perspective to apologize and own their you know what okay now when it comes to holding organizations accountable what I say when I work with organizations at that CEO level or the general secretary level is I walk into the room and I say the only thing I'm asking of you is to show vulnerability and work with experts because I'll say it it's usually a male who's been in the support system for a long time and they get stuck they get stuck in thinking they know how to do this or they get stuck in the

(45:34) particulars of it the reality is no one knows how to do this yet and every organization must show the vulnerability which is not weakness and say help me now the turning the blind eyes this B turning around and not like dealing with issues I would say right now only in my experience has more to do with even the conditioning the cultural condition in of the administrators as to what sport demands as it does with you're a bad person intentionally trying to cover up abuse because I'll give you the real

(46:06) life example when I was pulled into a bedroom with the president of the ski team and the guy that was abusing me and told directly to my face you must stay quiet or we're going to lose sponsors and we won't have a ski team anymore I actually believe they believe that you see so I think it's not just the organization's accountability it's that whole when it all cost model and breaking down like we will all as humans tend I believe tend to do some bad things if the alternative is we don't

(46:34) actually have sport right um I also don't believe and this might be provocative I don't believe in removing funding I don't believe in that as a punitive measure because what I had Liv in an organization that happened to and literally it was tears coming out the eyes of the CEO because he didn't think he could put the athletes on the plane the next week to the World Cup right so we have to also recognize that the removal of funding does direct impact our athletes trying to get on planes yeah one question online just we had one

(47:04) come in and then we'll just try to wrap up by 12:30 so we stay on time for lunch here what is critical to helping athletes and parents know the difference between having high standards for an athlete and M treatment oh yes okay um I'm dip into my parent education here so the first one which I shared earlier is who's telling you or why do you believe foundationally your child making it to the NHL as an example means that they're happy and healthier where are you getting that information from have

(47:33) you sat down and talked to 20 NHL players and they've all said I'm the happiest and healthiest person that's ever lived because I'm rich and famous the second thing I'll say is no matter what and only speaking from an athlete that made it we talk about the bad experiences I had but at the end of the day like walking away from sport what did I take from that I took this I can stand in front of you all today I took the values of sport with me f person online so I get I try to get parents to

(47:59) understand and then the foundational thing I truly believe this we just haven't proven the model yet that when these athletes are selfmotivated they do not need someone to treat them like garbage in order to win and once we stop treating athletes poorly we are going to have a far bigger base to work from to get to the Olympics so we're going to have way more Olympic Champions right now we believe that the toughest ones will rise to the top the last thing I say to parents is they're usually I did this in University

(48:33) generational studies they're usually Gen X or elderly Millennials gen one so in their experience it comes from the military background their parents were born right after the war it's like that tough top love key message to coaches what they say to me well Alison we're raising soft children I'll say to them your job is not to toughen them up or you're going to walk yourself right into a stage sport complaint you have to work with what you have and you have to get through to the athletes in a way that

(48:58) makes sense to them with the way their brains are now in 2023 that's great thank you so compassion and perspective the athlete Bo so important and we're so happy that you're today