



DESTINATION NET ZERO EVENT SERIES

 **LEADING CHANGE FORUM** 2022

EVENT REPORT



80+ diverse young people **united by a common vision:**
to achieve a sustainable, prosperous, and socially just future
within a generation.

For nearly two decades, the Leading Change Forum has brought together young sustainability leaders from coast to coast to coast to practice constructive dialogue and engage in new ways of working together.

We bring together sustainability and innovation leaders from across the country to build skills, form partnerships, and take action. Our events motivate young leaders and industry professionals alike to carry these ideas into the future.

Due to the global COVID-19 pandemic we were unable to gather Leading Change delegates in-person in 2021 and we were thrilled with the appetite of Canada's emerging sustainability leaders to gather in-person when public health restrictions were lifted. It was a great day of learning, connecting, and collaborating on net-zero solutions.

Destination Net Zero: Leading Change Forum 2022 was an in-person event held on March 28, 2022 in partnership with GLOBE Forum 2022 at the Vancouver Convention Centre.



Read on for our commitments to continuous improvement. We are constantly looking at ways to continually improve and make our convening spaces more accessible, welcoming, and impactful. Feedback received from our delegates and stakeholders is taken seriously and to heart.

2022 Forum Overview

DESTINATION NET ZERO

Across governments and industries there is an agreement that we need to get to net-zero greenhouse gas emissions by 2050. What we do in the next 10 years will set the course for our net-zero future. Destination Net Zero focuses on how we get to net zero by embedding action and accountability through a '10 x 10' framework: 10 actions, in 10 years, that we need to take to get to net zero. GLOBE Forum 2022 will set us up to create this '10 x 10' framework to drive impact, action, and outcomes. 2050 may feel like a long way away but figuring out what we need to do in the next 10 years will create urgency and build the momentum to help us get there.

We asked delegates to keep Destination Net Zero in mind throughout the day and find time to reflect on the actions we need to prioritize in the next decade to get us to a net-zero future.

THE LEADING CHANGE FORUM AT A GLANCE

87 YOUTH & YOUNG
PROFESSIONAL
DELEGATES

28 SPEAKERS AND
FACILITATORS

5 WORKSHOPS AND
BREAK OUT SESSIONS
DESIGNED AND LED
BY YOUTH

AN EXCITING AND DIVERSE AGENDA

- Workshops focused on actions and opportunities to empower youth
- Opportunities to connect and learn from peers and sustainability leaders
- Panel talks with a diversity of perspectives and experiences
- Keynote addresses from sustainability leaders

YOUTH DESIGNED AND YOUTH LED WORKSHOPS BROUGHT TO US BY:



This year we created an open application for youth to apply to be session facilitators, lead skill-sharing workshops, or take the stage as speakers. We received many outstanding applications and look forward co-creating another diverse and youth-focused program at future events.

Key Program Takeaways



TAKEAWAY 1:

Make space and centre Indigenous knowledge and leadership

TAKEAWAY 2:

Arriving at net zero must be a just transition that leaves no one behind

TAKEAWAY 3:

Collaboration across sectors and industry will be vital to finding and implementing net-zero solutions

TAKEAWAY 4:

Youth-led and youth-focused spaces are great entry points for young people

TAKEAWAY 5:

Youth perspectives must not be siloed in the climate movement, but integrated and valued across sectors

TAKEAWAY 1: MAKE SPACE AND CENTRE INDIGENOUS KNOWLEDGE AND LEADERSHIP

As an organization that is future-focused and change-oriented, it is important that we understand the history of the lands we gather on and that Indigenous agency is at the forefront of the work that we do. Arriving at a sustainable and socially just future includes embedding decolonizing practices and focusing on Indigenous teachings and frameworks to ensure a sustainable and just future for all.

Our day started with a land acknowledgement from Kaila Wong who is the Program Administrator & Director of Housing at the Vancouver Aboriginal Friendship Centre Society. The Leading Change team recognized the importance of all our delegates starting off Forum by acknowledging the lands that we'll be spending our day on. We were excited to have Kaila who is a member of the Ochapowace Cree First Nation, and also a young leader lead us in a land acknowledgement where delegates were able to reflect on their personal relationships with the land and what responsibility their work and impact has on decolonization and reconciliation.

The keynote address was given by Jacob Crane, the Just Transition Lead at Indigenous Climate Action who is a citizen of the Tsuut'ina Nation, Alberta, Canada. He provided a great start to our program by emphasizing the need for delegates to reflect on how net-zero pathways and solutions are creating a sustainable and thriving future for Indigenous Peoples and cultures leading climate justice for all.



SPEAKER HIGHLIGHT:

"If we look at Indigenous people, and we truly centre Indigenous people at the conversation, we have to ask 'how did we used to live?', 'how did we get to where we are now?', and understand there are some structural changes that need to happen in order for us to combat climate change, and to come together, and inviting indigenous people to those decision-making tables and not excluding them."

– Jacob Crane, Just Transition Lead at Indigenous Climate Action

Leading Change is committed to prioritizing funding and access to Forum and our events to our youth delegates who hold Indigenous ancestry. This year we were able to have 5 of Indigenous youth delegates join us. In the future, we hope to explore more ways to support Indigenous youth participation at Forum.

Leading Change will continue to intentionally find Indigenous speakers, facilitators, and mentors to join our events to share more diverse perspectives and knowledge with our delegates. We want our events and programs to continue to create safe spaces for young people of all identities.



We (staff, Board of Directors, Steering Committee) also commit to continue to educate ourselves on issues facing Indigenous Peoples across the land that we live, work, and play on. We are all on a decolonizing journey that involves meaningfully making space for Indigenous Peoples beyond awareness and education. We recognize this work is ongoing and welcome feedback, criticism, and suggestions to ensure we are living out our values.

TAKEAWAY 2: ARRIVING AT NET ZERO MUST BE A JUST TRANSITION THAT LEAVES NO ONE BEHIND

Leading Change's mission is to activate young leaders and sustainability professionals to accelerate action on issues that are critical to attaining a sustainable, prosperous, and socially just future within a generation. We heard concern from our delegates that the urgency to achieve a net-zero future may negatively impact communities especially ones that have been historically marginalized.

Throughout the day, delegates were asked to keep net-zero solutions in mind and reflect on any actions in mind we need to prioritize to arrive at net zero. Delegates reflected on the need to ensure that solutions and the transition are in fact, just.



DELEGATE INSIGHTS:



"The energy transition must be a just transition. It is an opportunity to build equitable, inclusive and resilient systems based on shared values that incorporate Indigenous frameworks. All workers need to feel supported, so they see themselves in this transition rather than the transition as a threat."
– **Joelle Pang**

"Another highlight from my week was starting friendships with others in the Leading Change delegation, learning about the amazing work that they do, and having some of the tough conversations that I believe deserve a bigger stage at events like this—conversations about slowing down and making sure everyone is at the table, putting Indigenous leaders (that are already out there leading the way) at the centre of climate action and supporting their work, supporting women and gender-diverse people working in the climate action space, making the climate action space and corporate boardroom more reflective of the diverse identities that make up Canada." – **Brendan Anderson**



Leading Change is committed to attaining a socially just future in the net-zero transition. In the past, many communities in Canada have been left out of decision-making as a result of colonization and a history of injustices towards marginalized groups. In looking toward Indigenous knowledge and teachings to frame our path forward, Leading Change is committed to continuing to support youth and BIPOC youth to have a seat at the table as we transition to net zero.

TAKEAWAY 3: COLLABORATION ACROSS SECTORS AND INDUSTRY WILL BE VITAL TO FINDING AND IMPLEMENTING NET-ZERO SOLUTIONS

There is agreement across sectors and industries that we need to get to net zero greenhouse gas emissions by 2050 to respond to the climate crisis. This ambitious target must come with ambitious plans to collaborate, and actions that will involve all industries and governments. The theme of Destination Net Zero comes from GLOBE Series and GLOBE Forum's series of events that are focused on the actions that we need to take in the next decade to get us on track to net zero by 2050.

We asked delegates this year to keep Destination Net Zero in mind as they went through their day and we asked them to share with us some actions that they thought we needed to prioritize in the next decade to arrive at a sustainable, prosperous, and socially just future. We heard the need for collaboration across industries and sectors because there will not be a singular solution. Delegates were excited to learn from professionals and leaders in all areas of sustainability to explore collaborative and innovative solutions.

DELEGATE INSIGHTS:



"From this conference, I have a better understanding of the need for Indigenous voices at all tables and what kind leadership, collaboration, and policy is needed to move toward what we hope is net zero." – **Brooklyn Rawlyk**



"My big take-aways are that 1) seeking silver bullet solutions is a distraction, 2) we need all voices at the table to reach net zero, particularly learning from Indigenous Knowledge, and including those from diverse backgrounds as well as those from large emitting industries, and 3) we need to view the challenges ahead of us as opportunities to create a world that is safer, equitable, and efficient while acting as quickly as possible." – **Madison Savilow**

"The scale of the challenge to reach Net Zero by 2050 and mitigate the worst impacts of climate change requires collective action from all levels of government, business and society." – **Zeus Eden**



Leading Change is committed to creating collaborative and brave spaces. We urged delegates to lean into challenging conversations and disagreements. We recognize all the different perspectives and experiences our delegates bring and we want Forum 2022 to be a place to celebrate them instead of only focusing on the common ground. We already know our common ground and it's important for us to explore areas of tension to better understand complex problems including a net-zero future.



TAKEAWAY 4: YOUTH-LED AND YOUTH FOCUSED SPACES ARE GREAT ENTRY POINTS FOR YOUNG PEOPLE

We were so excited to safely gather in-person in Vancouver for Leading Change Forum 2022. We recognize the need for youth-led and youth focused spaces that bring together a diversity of young people across the country. We were so grateful to see the positive responses we got from delegates of their desire to connect in-person and the energy it brought to them.

For those early in their careers, networking and connecting with other individuals is vital. The Forum 2022 agenda had a variety of elements to support learning but also foster new connections and learn to network in-person again. Many delegates cited that the most impactful and enjoyable part about Forum was all the connections and friendships they created. We always frame Forum as a safe place for young people to show up and be their most authentic selves because we believe that's how we make the most meaningful connections.

DELEGATE INSIGHTS:



"I forgot how invigorating it is to surround myself with so many like-minded individuals - and how fun breakout sessions can be when they are in-person (Zoom just can't capture the energy that flows around the room in real life)."
Jenna Phillips



"As nervous as I was to attend an in-person event, it was well worth it for the meaningful conversations, connections, inspiring keynote speakers, and break-out sessions." – **Laj Kaur**

At our Post-Forum Feedback Session held in early May, we heard feedback from delegates that although travelling to Vancouver for Forum was very exciting for them, they couldn't help but wonder which voices had been left out of the room as a result of the event only having an in-person program.



Leading Change is committed to making our events inclusive and accessible to young people. We recognize the privilege of travelling and attending in-person events that may keep out young people. The global COVID-19 pandemic has taught us a lot of value in connecting virtually and bringing people together despite large distances and we hope to explore events in the future that will bridge in-person and virtual programming to ensure that we are truly bringing together a diversity of youth experiences and perspectives.

We're also looking at ways to provide access to the GLOBE Forum to all accepted Leading Change delegates who wish to participate.

TAKEAWAY 5: YOUTH PERSPECTIVES MUST NOT BE SILOED IN THE CLIMATE MOVEMENT, BUT INTEGRATED AND VALUED ACROSS SECTORS

Young people are at the forefront of the creating solutions and taking action on the climate crisis. They are passionate about addressing their generation's biggest problems to ensure a future that doesn't leave anybody behind. They are unafraid to ask difficult questions and challenge the status quo to imagine the type of future that they want to live in. This kind of leadership and innovative attitudes in youth must be integrated and valued across sectors. Leading Change is a great space to cultivate and build on these sentiments, but areas that are not youth-focused must create space for young people and support their voices to help make their ideas and solutions a reality.

Many young people are already leading the climate movement through entrepreneurial endeavors, their education and career paths, and rethinking how careers that were not traditionally involved in the climate movement are still an important part of creating a sustainable, prosperous, and socially just future. Delegates reflected on the need for collaboration across sectors to create and implement solutions to capture a diversity of perspectives and challenges. By valuing youth perspectives, we ensure that young people and their futures will not be left behind in this transition.

ALUMNI INSIGHTS:



"With the challenges we have ahead of us, we need inter-generational collaboration more than ever, and employers have a big role to play. We need young people's critical and bold questions to spark the radical solutions we need." – **Laura Corrales**

DELEGATE INSIGHTS:

At our Post-Forum Feedback Session held in early May, we heard feedback from delegates that they noticed Leading Change delegates were unafraid to ask tough questions and be critical of proposed solutions and actions from governments and businesses. Leading Change delegates recognize the need to challenge existing structures and ideas to arrive at a future that doesn't leave young people behind but they are also passionate and willing to step up and put in the work that it will take arrive at a net-zero future.



Leading Change is committed to amplifying youth perspectives in the climate movement. We want Leading Change Forum to continue to be a gathering and learning space for young people who are interested in being a part of the climate movement. We hope to continue to bring together young people who work in all sectors and broaden the collective understanding of sustainability careers and how many career pathways can contribute and are needed in this transition.

Feedback & Recommendations for Future Events



We take feedback from our team and delegation seriously. By way of an anonymous survey and an interactive post-Forum feedback session, we connected further with this year's delegation to reflect on how we can improve future events and programming.

We asked participants to share with us:

- What they enjoyed about Leading Change Forum 2022
- What made the most impact for them
- Their main takeaways
- What they wanted to see at future events
- If their awareness and capacity around sustainability and creating a prosperous and just future has increased
- Any other comments or feedback

Our team is committed to exploring changes including, but not limited to:

- Offering even more opportunities for networking
- Further integrating the Leading Change and GLOBE delegations and activities
- Designing sessions that are focused on being as interactive, engaging and action-oriented as possible
- Offering a program that meets the needs of delegates who are in different stages of their careers
- Providing more support for Indigenous and Northern delegates
- Creating opportunities for delegates to share the initiatives they are working on and/or areas where they are seeking support from the Leading Change and GLOBE community

More feedback to share?

Reach out to us at programs@leadingchange.ca

2022 Speakers and Facilitators



Meredith Adler
Executive Director,
Student Energy



Biboye Aganaba
Executive Director,
Leading Change



George Benson
Managing Director,
Climate Displacement
Planning Initiative



Emily Black
Director, Business
Development, Enbridge



Brianna Brown
Co-Founder, Decade
Impact



Veronika Bylicki
Executive Director &
Co-founder, CityHive



Kat Cadungog
Executive Director,
Foundation for
Environmental
Stewardship



Jacob Crane
Just Transition Lead,
Indigenous Climate
Action



**Layane Fernandes de
Sousa Moura**
Youth Program
Coordinator, Indigenous
Clean Energy



Mike Gerbis
CEO, The Delphi Group
CEO, GLOBE Series



**Sabrina Guzman
Skotnitsky**
International Policy
Lead, Youth Climate
Lab



Seth Klein
Team Lead & Director
of Strategy, Climate
Emergency Unit



Sarah Law
Researcher, SFU



Marina Melanidis
Founder,
Youth4Nature



**Kelcie Miller-
Anderson**
Founder, WildAbility



Jon Mitchell
Vice President,
Sustainability,
Suncor Energy Inc.



**The Honourable
Seamus O'Regan**
Minister of Labour,
Government of
Canada



Seher Shafiq
Active Citizen
Manager, North York
Community House



**Brennan Strandberg-
Salmon**
Climate Change Branch
Lead, BC Council for
International Cooperation



Puninda Thind
Sustainability
Professional



Kathryn Trnavsky
Sustainability
Programs lead,
CityHive



Kaila Wong
Program Administrator &
Director of Housing,
Vancouver Aboriginal
Friendship Centre Society

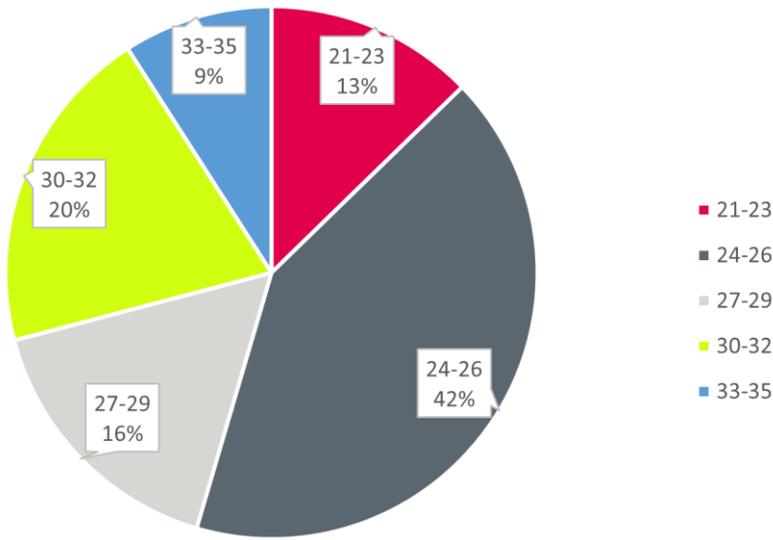


Sophia Yang
Founder &
Executive Director,
Threading Change

Leading Change Forum 2022 Delegation

- Brendan Anderson
- Saige Arcand
- Koushik Ram Balasubramanian
- Kate Baltare
- Lindsay Bell-Etkin
- Nathan Cannataro
- Erica Chan Glueck
- Ranah Chavoshi
- Yichao Chen
- Amanda Chouinard
- Lia Codrington
- Basil Cooper
- Joe Crowther
- Emily Devereux
- Patrick Duke
- Zeus Eden
- Fahed Elian
- Gretta Elizondo
- Sarah Falloon
- Marissa Giuliani
- Hayden Gould
- Alice Henry
- James Henry
- Nicole Hunter
- Erzsi Institoris
- Kristy Ip
- Ella Jarvik
- Brynna Kagawa-Visentin
- Laj Kaur
- Ateeba Khan
- Khair Abdullah
- Aliya Khondker
- Anastasia Kiku
- Connor King
- Emily Kroft
- Natasha Lariviere
- Shokoofeh Manesh
- Denby McDonnell
- Rodrigo Mercado
- Kaede Mizukoshi
- Negar Naghshinepour
- Promi Nahar
- James Osborne
- Joelle Pang
- Jenna Phillips
- Christie Qu'on
- Brooklyn Rawlyk
- Nicole Raytek
- Chloe Repka
- Samantha Santoro
- Madison Savilow
- Emmanuella Sea-Nduka
- Alan Shapiro
- Rita Steele
- Cameron Stidworthy
- Taylor Stimpson
- Allison Stoodley
- Ahsan Syed
- Cayra Tansey
- Jaiya Varshney
- Lauren Vincent
- Sydney Wanchulak
- Elliot Weinstein
- Alexandra Whiteduck
- Jordan Williams
- Leah Williams
- Kate Zheng

2022 Delegation Snapshot



Age Ranges

Leading Change Forum applications are open to youth ages 19-35. We saw a wide distribution across age demographics in our application this year and we're excited to continue to connect with young people at all stages of their careers.

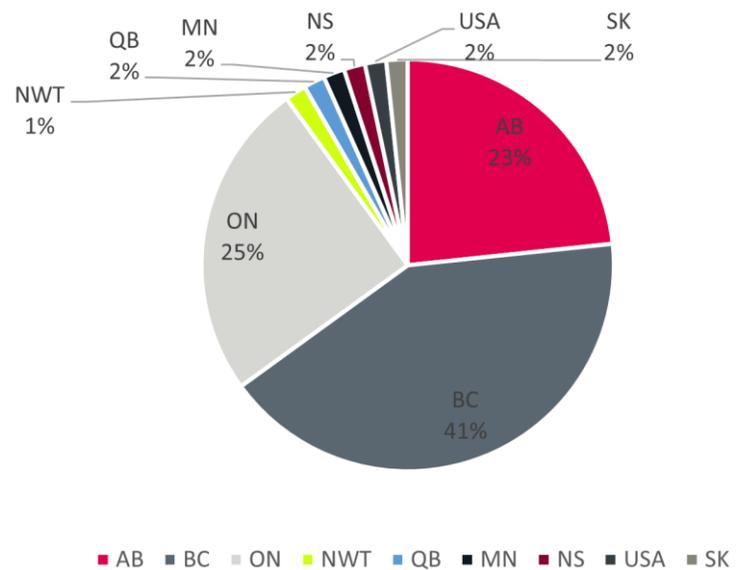
We heard from delegates who are in their mid-late careers that what they valued the most from Forum was the connections and networking opportunities.

Leading Change is committed to providing a valuable experience to delegates in all age ranges and at all stages of their careers. We recognize that our delegates in different stages of their careers will derive value from different parts of our program. In the future we hope to have a larger student presence at Forum and continue to develop our events and programming to impact the careers of our network.



Leading Change Delegates call many places home. We recognize the challenges of travelling this year as a result of the global COVID-19 pandemic and we were excited to have Delegates from different parts of the country join us in-person in Vancouver.

Geographic Representation



Leading Change is committed to making our events accessible to young leaders across Canada to capture a diversity of voices at Forum. We recognize the unique challenges of gathering in-person such as financial barriers for individuals in remote communities. We hope to continue to reevaluate ways to make Forum accessible to all.



About Leading Change Canada



Leading Change is a national non-profit that has engaged over 1,500 sustainability leaders and practitioners through our Forum and events. Our mission is to **activate young professional leadership for positive change**.

We support **Canadians between 19-35 years of age** who are leading efforts or have a desire to play an active role in the clean economy transition. We are intentional in our support of young people typically under-represented in positions of leadership and power, including youth holding Black, Indigenous, LGBTQ2s+, racialized, and disability identities.

Leading Change is part of a constellation of organizations that includes [The Delphi Group](#), [GLOBE Series](#), and [CBSR](#).



← That's us!

Our shared vision is to **achieve a sustainable, prosperous and socially just future in a generation** – and to have fun while we're doing it. Together, we provide services and platforms that empower business, government and youth to improve performance while accelerating the clean economy.

For more information on other emerging programs and opportunities, please contact:

Biboye (Bo) Aganaba

Executive Director

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About Leading Change Canada

Staff



Biboye (Bo) Aganaba
Executive Director



Emily Lau
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Lisa Milne
Manager, Digital Marketing

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Shelby Empey
Law Student, University of Ottawa

Participants & Delegates



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Finance & Operations Director
Youth4Nature

Indigenous Relations



Rebecca Klaassen
Program Manager, CivicAction

Programs



Alicia Richins
Partnerships & Standards Lead
Common Approach

Programs



Shruthi Sundar
Senior Associate, Sustainability Assurance, ERM CVS

Alumni Engagement



Austin Zacharko
Energy Management Engineer, Capital Power

Participants & Delegates



Aniqah Zowmi
Diversity, Equity, and Inclusion Specialist

Equity, Diversity, and Inclusion

Board of Directors



Mike Gerbis
CEO, GLOBE Series
CEO, The Delphi Group

Chair



Lindsay Bunce
Associate Director, SFU
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Secretary



Jeremy Douglas
Director of Partnerships, Delterra



Sarah Keyes
CEO, ESG Global Advisors Inc.

Treasurer



Puninda Thind
Sustainability Professional



Jacquelyn Stacey
Executive Vice President
Sales and Training, LGM Financial Services

Vice-Chair



Garrett Jones
Director of Sustainable Finance, The Delphi Group



Laura Corrales
Senior Associate, PwC

Acknowledgements

Thank you to our 2022 partners for generously supporting our mission to activate professional leaders to accelerate positive change. Their support meant that over 80 young leaders in sustainability gathered for conversations and connections that will drive Canada forward for years to come.

GOLD



SILVER



Get Involved

The Leading Change Forum is a great entry point to Leading Change for many young sustainability leaders and there are some great ways for delegates to stay involved and continue to engage with other sustainability leaders who are part of the Leading Change network and community year-round.

Staying Connected

We encourage delegates and participants of Leading Change programming to join the Leading Change Alumni Group on LinkedIn to connect with delegates from past years and those who have participated in past Leading Change programs and events.

In the future, we are hoping to use that space to foster stronger connections with our community and engage with our alumni. We are always looking for feedback and ideas on how to design and structure these connections. If you have any ideas, feel free to share them with alumni@leadingchangecanada.com!

Year-Round Programming

Leading Change offers an assortment of programming year-round for those who are looking to connect with more sustainability leaders outside of Forum, and to connect with other young people who are passionate about sustainability and a just transition.

Virtual Leadership Coffee Chats

Our Virtual Leadership Coffee Chat series are intimate and efficient 1-hour conversations with sustainability leaders and are designed to shed light on any burning industry questions and connect young people to peers who may be on a similar career path.

We've been so excited to have such a large variety of leaders with different areas of expertise and career experiences join us to provide young leaders with a more fulsome picture of what their careers could look like.

Leading Change Hubs

Leading Change Hubs is an opportunity for young sustainability leaders who have similar interests, industry experience, or shared identities to meet in small, focused groups bi-weekly over the span of 10 weeks. Participants get to determine their own objectives and deliverables while making meaningful connections and developing leadership and facilitation skills. Participants can leverage the support of Leading Change including making connections, accessing experts and mentors, and sharing resources.

Join us as we continue to
build momentum.



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