Since 2003, Leading Change has brought together young sustainability leaders from 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.

This year, we were thrilled to gather over 110 young sustainability leaders for a multi-day event focused on collaborative, intergenerational, and innovative co-creation of net-zero solutions.

LEADINGxCHANGE took place February 27 – March 1, 2023 and was held in partnership with GLOBExCHANGE at the Sheraton Centre Toronto Hotel.

110+ DIVERSE YOUNG PEOPLE UNITED BY A COMMON VISION: TO ACHIEVE A SUSTAINABLE, PROSPEROUS, AND SOCIALLY JUST FUTURE WITHIN A GENERATION.

Read on for our commitments to continuous improvement. We are always 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.

LEADINGxCHANGE Event Report
We’ve made a commitment to get to net zero but the path will require hard work, creativity, and a whole lot of collaboration across sectors. LEADINGxCHANGE and GLOBExCHANGE takes us farther and faster on the road to net zero by building on the themes and outcomes of Leading Change Forum 2022 and GLOBE Forum 2022, primarily The Path to Net Zero: 10x10 Matrix – 10 action areas we need to prioritize in the next 10 years to achieve net zero by 2050.

Learn more about the outcomes and priorities that came out of Leading Change Forum 2022 in our Forum 2022 Event Report.

LEADING CHANGE AT GLOBEXCHANGE

The feedback we received from previous years suggested that further integration of Leading Change programming and GLOBE programming would increase opportunities for delegates to connect with peers and mentors to help build diverse networks across industries and sectors and leverage multi-generational learning and capacity building. This year we further collaborated with GLOBE Series to schedule programming throughout GLOBExCHANGE and create sessions that foster more connections and learning opportunities. These sessions were attended both by Leading Change Delegates and GLOBExCHANGE delegates.

Dedicated LEADINGxCHANGE programming took place from 9:00 a.m. to 12:00 p.m on February 27, 2023 and was exclusively available to LEADINGxCHANGE delegates. Outside of this timeslot, Leading Change collaborated with partners including GLOBE Series to create engaging and interactive sessions that were open to all attendees. We were delighted to see these sessions attended by delegates at all stages in their careers and Leading Change delegates consistently raising their hands to ask hard questions and to share their experiences.
OVERVIEW

AN EXCITING AND DIVERSE AGENDA

- Workshops focused on actions and opportunities to empower youth
- Opportunities to connect and learn from peers and sustainability leaders
- Integrated programming with GLOBExCHANGE to facilitate meaningful intergenerational conversations

THE REFUGE

The Foundation for Environmental Stewardship, Youth Climate Lab and the Mino Bimaadiziwin Collective, with support from Air Canada, collaborated to organize The Refuge at GLOBExCHANGE.

The Refuge was created to uphold the principles shared by Tricia Hersey (also known as “the Nap Bishop”) that “rest is resistance” by creating this quiet, safe space. Everyone was welcome to use this space anytime during LEADINGxCHANGE and GLOBExCHANGE. We were delighted to see our delegates use this space throughout the event as a space to take breaks, socialize, and make new connections. We also heard feedback that it was a great space to take time to reflect on sessions and ideas from the day and unplug in community with others. In the future, we hope to continue to provide these spaces and make them easily accessible and more inviting.

We know that it can be challenging to build connections early in your career and to have the confidence and readiness to speak your mind in workshops and presentations. We wanted Leading Change Delegates to have strength in numbers in a room filled with seasoned professionals and ample opportunities to learn from peers and participate in intergenerational dialogue.

This year we worked closely with GLOBE Series and other partners to co-create sessions that were youth-led and youth-focused that were attended by GLOBE and Leading Change delegates. We designed workshops to be engaging and encourage meaningful dialogue and learning. We wanted youth leadership to be represented meaningfully by being co-creators, facilitators, and speakers across events.

YOUTH-DESIGNED AND YOUTH-LED WORKSHOPS Brought TO YOU BY:
KEY TAKEAWAYS FROM LEADINGxCHANGE

TAKEAWAY 1
CENTRE INDIGENOUS KNOWLEDGE AND LEADERSHIP

TAKEAWAY 2
MEANINGFUL COLLABORATION ACROSS SECTORS AND INDUSTRIES IS NEEDED TO ARRIVE AT A NET-ZERO FUTURE

TAKEAWAY 3
INTERGENERATIONAL DIALOGUE AND LEARNING IS REQUIRED TO EXCHANGE NET-ZERO SOLUTIONS AND IDEAS

TAKEAWAY 4
RESPONDING TO THE CLIMATE CRISIS REQUIRES URGENCY TO MEET OUR NET-ZERO GOALS

TAKEAWAY 4
YOUTH-ONLY SPACES HELP YOUNG PEOPLE BUILD CONNECTIONS AND CONFIDENCE TO SHARE THEIR EXPERIENCES AND IDEAS

LEADINGxCHANGE Event Report
TAKEAWAY 1: CENTRE INDIGENOUS KNOWLEDGE AND LEADERSHIP

We know how important it is that we understand the history of the lands we gather on - and that Indigenous agency is at the forefront of all 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.

We are grateful to the Indigenous speakers and participants that shared their work and experiences with us. Yukon University’s Jocelyn Joe-Strack wrapped-up our Leading Change morning by sharing how storytelling can be used to reframe the climate crisis as an issue of disconnection between us and land. On Monday afternoon, GLOBExCHANGE started with a land acknowledgement from Chief Stacey Laforme of the Mississaugas of the New Credit First Nation (MNCFN) who shared a beautiful poem of his that stressed how our response to the climate crisis requires us to reframe our relationship to the land. In saving the land we were saving a soul, the soul of Mother Earth.

We were excited to see Indigenous representation among our delegates and among speakers, including the youth speakers from Yukon University who generously shared their experiences with us. Leading Change is committed 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 recognize the challenges of attending in-person events for our delegates who live in remote areas and including being in new and unfamiliar cities. Leading Change is committed to prioritizing access to our events to youth delegates who hold Indigenous ancestry. In the future, we hope to explore more ways to support Indigenous youth participation that is more inclusive and mindful of these costs and challenges.

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 recognize this work is ongoing and welcome feedback, criticism, and suggestions to ensure we are living out our values.

“Our problems exist today because we’ve been led by the head and not the heart.”

- Jocelyn Joe-Strack, Indigenous Knowledge Chair, Yukon University
Arriving at a net zero future will require innovation and accountability from all sectors and industries and collaboration across jurisdictions and organizations. Building on Leading Change Forum and Globe Forum in 2022, LEADINGxCHANGE and GLOBExCHANGE was meant to focus on the exchange of skillsets, dollars, and solutions to ensure we get to net zero even faster.

We were excited to integrate our programming with GLOBE this year for Leading Change delegates to learn from industry leaders and explore these solutions and pathways. It will take every industry to prioritize this issue and come together to ensure that our net-zero future is also socially-just.

“A strong solution requires collaboration between Canada’s diverse industries, so the buzz of conversation and brainstorming on solutions for net-zero goals between professionals across industries like banking, technology, NGO, and government makes me confident that we are in good hands.”

– Hannah Sharpe, Delegate Master of Environment and Sustainability Candidate, Western University

“Leading Change is committed to facilitating opportunities for collaboration. We are also committed to creating spaces for delegates to learn from each other to form meaningful connections in their networks, and to connect with leaders across every industry. We heard from delegates that there was not enough time to form connections with other delegates and mentors, and in the future we hope to facilitate more of those opportunities.”

– Matthew Rygus, Delegate Emissions Analyst, Arolytics

**TAKEAWAY 2:** MEANINGFUL COLLABORATION ACROSS SECTORS AND INDUSTRIES IS NEEDED TO ARRIVE AT A NET ZERO FUTURE

"Our shared future vision looks hopeful, full of joy, regenerative, diverse, and innovative. To get there, delegates noted that beyond technological skills, people will need to foster their capacity for empathy, collaboration, futures-thinking, storytelling, inquiry, and community care. Organizations will need to offer training and upskilling, space for creativity and iteration, and a culture of shared values, among other supports.*

– Matthew Rygus, Delegate Emissions Analyst, Arolytics
Young people are sustainability leaders in their own right and are at the front lines of climate action. Some may be early in their careers but they have been vocal and relentlessly fighting for a better future. We know that young people often feel challenged by feelings of imposter syndrome and find value in looking to more seasoned leaders to provide guidance and expertise.

We know there is immense value in bringing together people from all walks of life despite where they are in their careers or what kind of education they received. Young people have a lot to offer on the road to net zero and we wanted to encourage and facilitate intergenerational learning and dialogue. We wanted LEADINGxCHANGE to be a place to exchange ideas and solutions between unlikely collaborators. Every generation has much to learn from each other and from our histories. We hope that these connections and meaningful understanding of each other will help us achieve our targets even faster.

The Day 1 Plenary of GLOBExCHANGE opened with Leading Change’s Executive Director Bo Aganaba sitting down with The Honorable Rosa Galvez (Senator of Canada), Christopher Duff (Executive Director, Canadian Centre for Youth Prosperity), and Jocelyn Joe-Strack (Indigenous Knowledge Research Chair, Yukon University). Bo sat down with this diverse group of thought leaders to learn more about their experiences and challenges they faced with intergenerational dialogues. We wanted to have this conversation early in the week to set the tone for the rest of the event: it is vital that we engage in dialogue across generations, sectors, and industries.

Leading Change is committed to uniting sustainability leaders and facilitating mentorship opportunities between industry leaders and young professionals looking to start or transition into a career in sustainability. We hope to continue to facilitate these connections and to include formal mentorship programming at future events.

Learn more about our existing Hubs Program.

Following the event, we invited delegates to share feedback with us at a post-event session and using a post-event survey. We heard a lot on how we can further facilitate intergenerational dialogue including more structured networking opportunities. We look forward to implementing delegate feedback into our future events.
TAKEAWAY 4: RESPONDING TO THE CLIMATE CRISIS REQUIRES URGENCY TO MEET OUR NET ZERO GOALS

Canada’s ambitious goal to achieve net-zero emissions by 2050 is driven by the dire need to curb our planet’s warming to prevent further ecological damage and harm to communities who are most vulnerable to these impacts. The only way to meet this fast-approaching deadline is to act urgently and efficiently. In 2022, Leading Change Forum and GLOBE Forum gathered all sectors and generations of sustainability leaders to identify solutions we need to arrive at a net-zero future.

In 2023, GLOBExCHANGE and LEADINGxCHANGE focused on interactive workshops and sessions that were focused on exploring pathways of action to net-zero solutions that were previously identified. These workshops explored action required from all sectors of sustainability and across jurisdictions. It is clear that there will be different roles for stakeholders to play including developing mechanisms of accountability.

We still need to develop and uncover new solutions on the road to net zero including new policies and technology that do not currently exist. However, we must prioritize progress over perfection. We must continue to respond urgently and move the needle in all areas to achieve our 2050 target. We were excited that the program covered topics across industries to deepen our delegates' understanding of these issues and upcoming solutions.

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. Leading Change is committed to a transition to a Net Zero future that does not leave anybody behind. Meaningful collaboration that centers Indigenous leadership and knowledge will challenge the status quo. Leading Change is committed to supporting intergenerational dialogue and a diverse group of young changemakers who want to see a different future.

“The sessions I attended this week were a mix of inspiring, empowering, and if we’re being honest, sometimes a bit concerning. Whether we’re talking about CCS or the social risks of climate change, it’s important to applaud all that we’ve accomplished, but let’s not take our foot off the gas pedal. We still have a long way to go and we’re only going to get there if we continue to apply pressure to both dismantle existing systems and create new solutions.”

– Ashoke Mohanraj, Delegate Environmental Advisor, RCMP
TAKEAWAY 5: YOUTH-ONLY SPACES HELP YOUNG PEOPLE BUILD CONNECTIONS AND CONFIDENCE TO SHARE THEIR EXPERIENCES AND IDEAS

Following Leading Change Forum 2022, we heard feedback from delegates that they found gathering in-person invigorating and energizing. They valued forming new connections and the ability to interact with each other face-to-face.

We were thrilled to host another in-person event this year that would bring together young and passionate changemakers to participate in co-creating net-zero solutions with our country’s most prominent sustainability leaders. We hosted a morning session on the first day of the event that was exclusive to Leading Change Delegates with additional sessions on Tuesday and Wednesday that were open to non-Leading Change Delegates.

The integration of Leading Change programming into the GLOBExCHANGE programming was intentional to facilitate more intergenerational conversations and connections. However, we hoped the morning of exclusive Leading Change programming would give delegates an opportunity to connect in a space that was dedicated to empowering young people.

We were delighted to hear from delegates that they enjoyed the integration of programming but also wanted more youth-exclusive spaces to form deeper and more meaningful connections. We’ve always believed that by creating spaces for youth to show up as their most authentic selves and despite our differences, stronger connections can be made. We have always had one strong commonality. This intersecting interest is the desire to create a more prosperous, sustainable, and socially-just future within a generation and now within decades. By forming meaningful connections despite our differences, we can celebrate our diversity and build a foundation to work together on reaching net zero.

We are committed to creating brave and safe spaces that are accessible for young professionals because we strongly believe that youth perspectives must be present in conversations about our transition to net zero. Youth should also feel safe to speak up in rooms with other leaders and we recognize that requires support from other young people. We acknowledge the barriers that in-person events can pose for youth, particularly in terms of cost related to travelling. We are committed to finding ways to support our delegates so that we are truly bringing together a diversity of youth perspectives and experiences.

In the future, we hope to organize more formal and casual opportunities for youth to develop new connections in spaces that feel safe and true to our values and mission. We encourage all our delegates to continue to show up as their most authentic selves and stay in touch!

“There is value is bringing young people into the space, and that value grows when you have other youth allies in the room. Power and potential in numbers.”

– Sydney Whiting, Delegate Canada G7 Youth Delegate
We take feedback from our team and delegation seriously. By way of an anonymous survey and an interactive post-event 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 and their highlights
- What made the most impact for them
- Their main takeaways
- What they wanted to see at future events
- Any other comments or feedback

*More feedback to share?*
Reach out to us at programs@leadingchangecanada.com

LEADINGxCHANGE Event Report
FEEDBACK & RECOMMENDATIONS FOR FUTURE EVENTS

OUR TEAM IS COMMITTED TO EXPLORING CHANGES INCLUDING, BUT NOT LIMITED TO:

- Offering even more opportunities for networking
- Prioritize sessions that are interactive, engaging and action-oriented as much as possible
- Providing more support for Indigenous and Northern delegates
- Facilitating more opportunities to engage in meaningful dialogue with industry leaders
- Facilitating more opportunities to build deeper connections among young people
- Making our events more accessible and accommodating for a diversity of abilities and needs among our delegates
SPEAKERS & FACILITATORS

Biboye (Bo) Aganaba  
Executive Director, Leading Change

Kat Cadungog  
Executive Director, Foundation for Environmental Stewardship

Tamara Connell  
Chief Executive Officer, Academy for Sustainable Innovation

Christopher Duff  
Executive Director, Canadian Council for Youth Prosperity

Honourable Rosa Galvez  
Independent Senator, Senate of Canada

Tamer Ibrahim  
Director of Granting, Definity Foundation

Mike Gerbis  
CEO, The Delphi Group  
CEO, GLOBE Series

Jocelyn Joe-Strack  
Indigenous Knowledge Research Chair, Yukon University

Emily Kroft  
Youth Engagement and Water Policy Officer, International Institute for Sustainable Development

Steve Lee  
Strategy Consultant

Sarah Saso  
Director, ESG and Social Impact, Meridian Credit Union

Elizabeth Shirt  
President, GLOBE Series

Taylor Stimpson  
Program Manager, Academy for Sustainable Innovation

Sonje Volpe  
Chief Executive Officer, BNP Paribas

Sophia Yang  
Founder & Executive Director, Threading Change

LEADINGxCHANGE Event Report
## 2023 DELEGATION

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LEADINGxCHANGE Event Report
LEADINGxCHANGE applications were 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 that they appreciate time to form connections with other delegates and mentors.

Leading Change is committed to supporting young sustainability leaders ages 19-35 by building capacity around sustainability issues and strengthening networks. In the future, we want to continue to facilitate these connections by providing opportunities for delegates to socialize and connect with mentors in casual and more structured environments.

Leading Change Delegates call many places home. We recognize the challenges of travelling for young people to access conferences and events in-person. We hope to continue to see delegates from all over the country join us at our in-person events in the future.

Leading Change is committed to making our events accessible to young leaders across Canada to capture a diversity of experiences and knowledge. In the future, we hope to provide even more support to our delegates to ensure youth perspectives are not missing from these events.
ABOUT LEADING CHANGE

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 who hold identities as Black, Indigenous, LGBTQ2s+, racialized, and disabled.

Leading Change is part of a constellation of organizations that includes The Delphi Group, GLOBE Series, and CBSR.

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 us:

Biboye (Bo) Aganaba
Executive Director
admin@leadingchangecanada.com
ABOUT LEADING CHANGE

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Alicia Richins
Partnerships & Standards Lead
Common Approach
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Austin Zacharko
Energy Management Engineer, Capital Power
Partnerships
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Mike Gerbis
CEO, GLOBE Series
CEO, The Delphi Group

Laura Corrales
Manager, ESG & Climate Advisory,
PwC

Garrett Jones
Director of Sustainable Finance,
The Delphi Group

Puninda Thind
Finance Nature Lead
The Climate Change High-Level
Champions

Visit our website to learn more about our team!
THANK YOU to our 2023 partners for generously supporting our mission to activate professional leaders to accelerate positive change. With their support we were able to gather over 110 young leaders in sustainability for conversations and connections that will get us further and faster to net zero.
GET INVOLVED

In-person Leading Change events are 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.

WE LOOK FORWARD TO STAYING CONNECTED!

We encourage delegates and participants of Leading Change programing 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 admin@leadingchangecanada.com!

LEADING CHANGE OFFERS AN ASSORTMENT OF YEAR-ROUND PROGRAMMING:

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 thrilled to have 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.

We’re always looking for ideas and recommendations for speakers to ensure we are covering a variety of topics that interest our community. If you have any suggestions for future Coffee Chats, let us know!

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.