



EVENT REPORT

Tuesday, February 13, 2024
Vancouver, BC



Since 2003, Leading Change 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 changemakers from across the country to build skills, form partnerships, and take action.

This year, we were thrilled to gather 110 young sustainability leaders for an event focused on collaboration, decolonization, and regeneration.

Leading Change Forum took place on February 13, 2024 at Simon Fraser University's Segal Building in Vancouver, British Columbia.

Read on for our commitments to continuous improvement. We are always looking at ways to learn and unlearn to make our convening spaces more accessible, welcoming, and impactful.

The Leading Change team takes feedback from our delegates and stakeholders seriously and we look forward to continuing to bring relevant and impactful programming to our community.

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



OVERVIEW

LEADING CHANGE FORUM 2024 AT A GLANCE

110 YOUTH DELEGATES

8 INTERACTIVE YOUTH-FOCUSED SESSIONS

3 SESSIONS CO-CREATED WITH GLOBE SERIES

REGENERATION AND COLLABORATION

Building on past events, we heard from delegates and speakers that it'll take a collaborative effort to find and implement solutions to address our biggest environmental, social, and economic challenges. On the road to net zero, we must do more than repair the ecological damage we've done and reduce our impact before 2030. At Leading Change Forum, we challenged our delegates to focus on accelerating solutions to achieve climate resiliency and restore our natural environment. We asked them to participate in intergenerational knowledge exchange and embrace a diversity of perspectives to find the solutions that we need to achieve our net-zero and sustainability goals.

LEADING CHANGE AT GLOBE FORUM

This year, we were thrilled to integrate Leading Change programming at [GLOBE Forum](#) increasing the 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.

We collaborated with [GLOBE Series](#) to co-create three sessions that took place at GLOBE Forum on Wednesday February 14 and Thursday February 15, 2024. These sessions were open to both Leading Change Forum and GLOBE Forum delegates and our goal was to put youth voices and perspectives at the forefront of these sessions.

Leading Change Forum took place on Tuesday February 13, 2024 from 9:00 a.m. – 3:30 p.m. and was exclusively available to this year's Leading Change delegation. Following this programming, we teamed up with [CBSR \(Canadian Business for Social Responsibility\)](#) to host a [1-hour networking session](#) focused on intergenerational knowledge exchange and networking. We hoped CBSR members, GLOBE Forum Delegates, and Leading Change Delegates could use this session before the official GLOBE reception to start to develop the connections that will carry throughout the week and beyond.



OVERVIEW

AN INTERACTIVE AND YOUTH-FOCUSED AGENDA

- Sessions that focused on youth-oriented solutions in climate action
- Interactive sessions with hands-on opportunities for networking and skill building
- Exploring the power of diversity in knowledge and experiences to encourage collaboration that incorporates creative solutions
- Co-created sessions at GLOBE Forum designed to foster intergenerational knowledge transfer and networking



CALL FOR WORKSHOP PROPOSALS

In December 2023, we opened up a call for workshop proposals for Leading Change Forum. We wanted to build a program that drew on the expertise of our community and address any knowledge gaps.

We received an overwhelming response to our open call and our team was excited to explore the unique proposals we received. Our team also looked forward to working with individuals and organizations who are new to the Leading Change Community.

During our morning block in our program, we had three concurrent sessions covering a wide variety of topics including water quality, storytelling, and lifecycle analysis.



ORGANIZATIONS WE WORKED WITH THIS YEAR:

O'KANATA



KEY TAKEAWAYS



**DIVERSITY
IS OUR
SUPERPOWER**



**REACHING
BEYOND NET
ZERO FOR A
SUSTAINABLE,
PROSPEROUS,
AND
SOCIAL-
JUST FUTURE**



**NURTURING
RELATIONSHIPS
AND CONNECTIONS
TO HARNESS THE
POWER OF
COLLABORATION
AND COLLECTIVE
ACTION**



**ENCOURAGING
TRANSPARENCY
AND HUMILITY IN
THE FACE OF
FAILURES AND
SETBACKS**



**LEARNING FROM
NATURE TO
REIMAGINE
PATHWAYS TO A
REGENERATIVE
FUTURE AND
SUPPORT SYSTEM-
WIDE
TRANSFORMATION**

TAKEAWAY #1

DIVERSITY IS OUR SUPERPOWER

Leading Change Forum Delegates are between the ages of 19-35 who are working in many different areas of sustainability with vastly varying skillsets and expertise. Our delegates also call many places home within what we know as Canada. Additionally, our delegates hold a multitude of intersecting identities, and we were so excited to welcome such a diverse and passionate group of emerging leaders to join us this year!

As part of getting our morning started at Forum, renowned drag queen and environmentalist Pattie Gonia led a moving workshop that challenged our delegates to examine the complexity of their identities and differences. When our delegates discussed all the ways that their identities were distinct, they found that they remarkably shared an abundance of common ground.

At Leading Change Forum, we always encourage our delegates to show up as their most authentic selves and we take pride in creating a space that is welcoming and safe for young people to focus on finding solutions to address the issues that have brought us together.

This session was a highlight for us and many of our delegates because it helped set the tone for the day and break the ice in the morning. Our delegates were able to introduce themselves to each other and immediately connect with one another. We plan to start our programming off with more of these kinds of sessions in the future. Something to put everybody in the room at ease and build trust among delegates.

“The theme of an inclusive movement was touched upon many times throughout the forums, but the conversation was undoubtedly led by the amazing Pattie Gonia, through a thought-provoking workshop surrounding aspects of your identity in the environmental space for Leading Change, their keynote session on the importance and power of diversity in conservation spaces, and of course through amazing performances.”

*Hailey Boehner
National Program Specialist
Ocean Wise*



TAKEAWAY #2

REACHING BEYOND NET ZERO FOR A SUSTAINABLE, PROSPEROUS, AND SOCIALLY-JUST FUTURE

We've collectively agreed that we need to act with urgency to achieve our net zero and sustainability goals. During this transition, we have the opportunity to find solutions that go beyond reducing and repairing our impact on the environment. We can reimagine a future where we take care of the land by centering Indigenous-led and inclusive solutions. We have much to learn from our leaders and Indigenous communities who were the original stewards of the land and water where we have the privilege to live, work, and play.

We were thrilled to collaborate with GLOBE Series to bring youth perspectives to GLOBE Forum 2024 by co-creating three sessions focused on collaboration, resilient communities, and progress over perfection. These sessions allowed us to learn from Indigenous leaders and industry changemakers turning climate solutions into action. We heard from delegates that they appreciated the diversity of speakers and perspectives captured. Making space for new ideas and views is how we go beyond net zero and arrive at a sustainable, prosperous, and socially-just future.

"It's not just about reaching net-zero - it's about our collective climate resilience, about Indigenous economic reconciliation, and about inclusive innovation."

*Annabelle Liao
Student
The University of British
Columbia*



We're committed to putting youth and Indigenous perspectives front and center to encourage delegates and participants to reimagine a net-zero and inclusive future for our generation and the ones that come after us.



TAKEAWAY #3

NURTURING RELATIONSHIPS AND CONNECTIONS TO HARNESS THE POWER OF COLLABORATION AND COLLECTIVE ACTION

One of the goals of Leading Change Forum is for young leaders working in sustainability to build connections and develop their network. Meaningful connections take time to foster and reconnecting with some familiar faces at Forum is always a step towards finding opportunities to collaborate for collective climate action.

Our program provided various opportunities for networking including coffee breaks, interactive workshops, and networking practice. We organized a pre-forum delegate meet-up for folks who were local or got to town early, and we hosted an intergenerational networking session in collaboration with CBSR. A common piece of feedback that we received this year was that our delegates wanted even more opportunities to network and make connections.

In the future, we hope to organize more opportunities for delegates to meet and reconnect with each other. The relationships we create and build overtime are at the heart of events like Leading Change Forum and a significant driver of addressing our generation's most pressing issues and sustainability goals. We're committed to facilitating these connections in the future and we encourage all our delegates to stay in touch with us and each other!

"I'm reminded that collaboration - across sectors, industries, geographies, and identities - is our greatest strength."

*Taylor Stimpson
Program Manager
The Academy for
Sustainable Innovation*





TAKEAWAY #4

ENCOURAGING TRANSPARENCY AND HUMILITY IN THE FACE OF FAILURES AND SETBACKS (PROGRESS OVER PERFECTION)

With the urgent need to take meaningful action to achieve our sustainability and net-zero goals, we will inevitably make mistakes as we continuously learn and unlearn best practices and strategies.

We heard from delegates that they wanted more information on how to turn ideas into action. Industry leaders joined us at GLOBE Forum including **Jennifer Cable** (President, Thorlabs), **Elizabeth Dove** (Executive Director, UN Global Compact Network Canada), **Brad Liski** (CEO, Tru Earth), and **Holly McHugh** (VP of Sustainability and Social Impact, Mejuri) to chat about the realities of navigating sustainability. Each leader shared some setbacks they've faced and their takeaways from those experiences.

We learned from our delegates that they're looking to all areas of society to take responsibility and do their part in our sustainable transition. By prioritizing progress over perfection, we must be transparent about setbacks and share any resulting lessons to collectively improve our work sustainability practices.

"It's crucial that we make progress; we no longer have time to aim for "perfect" results."

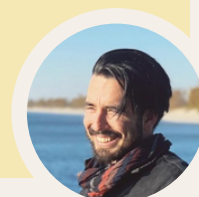
*Fatou Dieng
Climate Solutions Analyst
Manifest Climate*



We're committed to bringing the kind of in-depth expertise and discussions to sustainability action that our delegates are looking to explore. In the future, we look forward to facilitating even more opportunities for delegates to explore the immediate and long-term actions to move the needle on sustainability issues.

"We can't let the need for a perfect plan hold us back from taking small steps forward."

*Jacob Sandler
Partnership Development
Innovation North*



TAKEAWAY #5

LEARNING FROM NATURE TO REIMAGINE PATHWAYS TO A REGENERATIVE FUTURE AND SUPPORT SYSTEM-WIDE TRANSFORMATION

It is without a question that the journey to net zero and the transition we have to make is an immense challenge that impacts a multitude of stakeholders and communities. Working across sectors and industries is crucial to supporting a system-wide sustainability transformation but it won't come without conflict. There is much for us to learn in embracing diversity and leveraging the opportunities that come with it. We might turn to nature to examine our positionality among the world around us, and learn from the examples we can see all around us on adaptation and evolution.

Emphasizing the value of learning from nature, we focused on turning Conflict into Collaboration on the main stage on Day 1 of GLOBE Forum with **Pattie Gonia**, **Maya Colombani** (Chief Sustainability & Human Rights Officer, L'Oréal Canada), **Bill Lomax** (President and CEO, First Nations Bank of Canada), **Phil De Luna** (Chief Carbon Scientist and Head of Engineering, Deep Sky), and **Alicia Richins** (Founder, Climateverse). The speakers challenged the audience to humbly come together to build trust and relationships upon the basis of a common goal. Finally, when you face setbacks due to conflict, you may find value in looking at a problem from a new lens.

We are committed to facilitating brave and safe spaces for tough conversations and dialogue for young sustainability leaders. In the future, we want to facilitate more opportunities for delegates to embrace challenging relationships and find ways to learn from nature.

“What you touch,
you change, and
what touches
you, changes
you.”

Alicia Richins
Founder
Climateverse



FEEDBACK & RECOMMENDATIONS FOR FUTURE EVENTS

We take the feedback we receive very seriously to continuously improve our future events. By way of an anonymous survey, we asked this year's delegation to share their highlights and reflect on how we can improve future programming and events.

We asked participants to share with us:

- **What were their highlights**
- **What were their main takeaways**
- **What improvements they'd like to see**
- **Additional comments and feedback**



Based on the feedback we received from our delegation, the team is committed to incorporating the following:

- 1** **Prioritizing networking opportunities** (both structured and non-structured)
- 2** Organizing **sessions that are interactive and hands-on** allowing speakers and facilitators to take a **deeper dive** into **action-oriented solutions**
- 3** Making our events **more accessible and accommodating** for delegates with a diversity of needs
- 4** **Facilitating deeper connections** among delegates by building relationships upon shared professional interests and personal identities
- 5** **Learning from nature** and grounding our **solutions in Indigenous knowledge and reconciliation**





SPEAKERS AND FACILITATORS



Meredith Adler
Business Development Director
Lithium Mangrove



George Benson
Member
Climate Solutions Council



Katie Bessette
Country Human Resources Manager
ABB Canada



Jordyn Burnouf
Sustainable Energy &
Sovereignty Specialist
Métis Nation-Saskatchewan



Sebastian Chavez
Director of Programs
Leading Change Steering
Committee



Julie Dabrusin
Parliamentary Secretary
Natural Resources Canada



Chloe Elias
Senior Policy Analyst Natural
Resources Canada



Mike Gerbis
CEO, Profoundry



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Chief Technology Officer
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Lajwinder (Laj) Kaur
Executive Director
Leading Change



**Audrey-Anne Laliberte-
Pewapisconias**
Director of Diversity, Equity, and
Inclusion
Leading Change Steering Committee



Justin Langan
Executive Director
O'KANATA

SPEAKERS AND FACILITATORS



Eden Leyumes
Masters Student
University of British Columbia



Ryan Mallany
Corporate Social
Responsibility Manager
Kruger Products



Aish Mann
Sustainability Graduate
Kwantlen Polytechnic University



Henry Ramos Martinez
Manager, Environmental Data
Systems
Air Canada



Praise Osifo
Education Coordinator
Water Rangers



Pattie Gonia
Environmentalist, Drag Queen,
Musician, Co-Founder of
Outdoorist Oath and
Intersectional Environmentalist
Founding Ambassador



Susannah Pierce
President & Country Chair
Shell Canada



Rita Steele
Manager, Sustainable
Operations
Simon Fraser University



Katherine Strom
Engagement and
Outreach Officer
Ocean Diagnostics

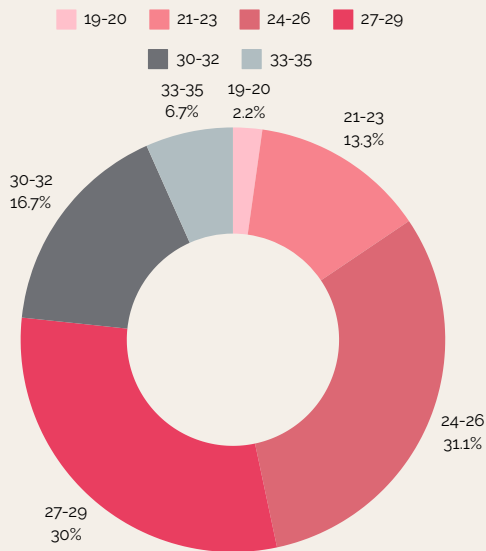


Consuelo van Beek
Deputy Director &
Manager, S&T Internship
Program – Green Jobs
Natural Resources
Canada



2024 DELEGATION

AGE REPRESENTATION



Leading Change Forum applications were open to youth between the ages of 19-35. We saw a wide distribution of ages within interested delegates and we hope to continue to reach delegates at a variety of stages in their careers.

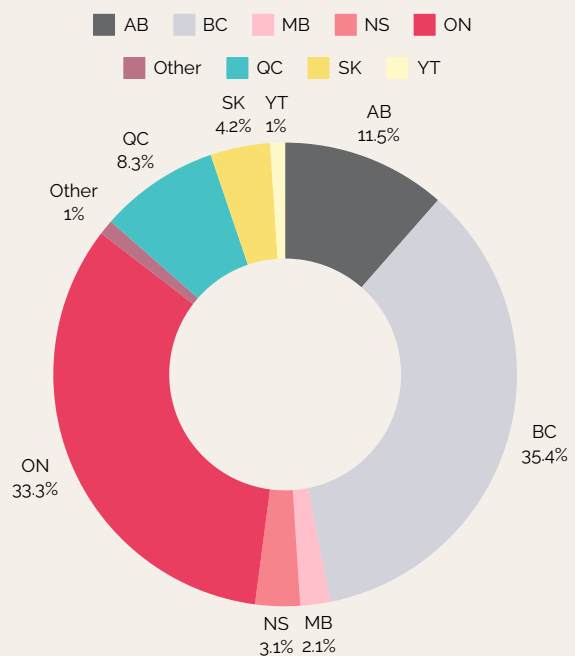
We heard from delegates that they would be interested in more opportunities to build capacity and form deeper connections no matter where they're at in their careers.

We're committed to supporting sustainability leaders ages 19-35 by building on knowledge and skills and strengthening relationships and connections. In the future, we want to continue to facilitate meaningful opportunities for eligible participants at all points of their sustainability journeys.

GEOGRAPHIC REPRESENTATION

Every year we're excited to host a group of delegates that call many places home. We appreciate the diversity of perspectives and experiences our delegates bring to the table. We hope to continue to bring a diverse group of delegates together to find the solutions for the toughest issues facing our generation.

Leading Change is committed to making our events accessible and inclusive for delegates. In the future, we hope to provide more accommodations for delegates with a diversity of abilities and preferences for learning and connecting. We recognize that creating safe and brave spaces for our delegates is an integral part of empowering young leaders to drive the sustainability solutions they're most passionate about.



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 low-carbon transition. We are intentional in our support of young people typically under-represented in positions of leadership and power, including youth who identify as Black, Indigenous, LGBTQ2s+, racialized, and disabled.



Leading Change is part of **Profoundry** – a collective of like-minded sustainability and climate experts and organizations including: **The Delphi Group**, **GLOBE Series**, and **CBSR**. We help organizations create value and build a better future. Our services and platforms support and connect changemakers across North America.

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



Lajwinder (Laj) Kaur, Executive Director
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OUR TEAM

STAFF



Lajwinder (Laj) Kaur
Executive Director



Emily Lau
Program Coordinator

STEERING COMMITTEE



Sebastian Chavez
Senior Associate,
Corporate Innovation,
MaRS Discovery District

Programs



Fatou Dieng
Climate Strategist, Manifest
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Participants & Delegates



**Aubrey-Anne Laliberte-
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Diversity, Equity, & Inclusion



Shaniece Mitchell
Senior ESG Specialist,
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Partnerships



Taylor Stimpson
Program Manager, Academy for
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Participants & Delegates



Alicia Richins
Sustainable Impact Strategist

Strategy & Governance



OUR TEAM

BOARD OF DIRECTORS



Lindsay Bunce
Associate Director,
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Secretary



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CEO, GLOBE Series
CEO, The Delphi Group

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CEO,
ESG Global Advisors Inc.

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Delterra



Garrett Jones
Director of Sustainable Finance,
The Delphi Group



Alan Shapiro
Principle, Director
Shapiro & Company,
WaterNEXT



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

Visit [our website](#) to learn more about our team!



ACKNOWLEDGEMENTS

THANK YOU to our 2024 partners for generously supporting our mission to activate professional leaders to accelerate positive change. With their support we were able to gather 110 young sustainability leaders in sustainability for impactful conversations and connections!



SUPPORTED BY: **Profoundry**

STAY IN TOUCH WITH US

Leading Change Forum is a great event to become acquainted to Leading Change and our community. However, we encourage delegates and participants to stay engaged with us and our network year-round!



Stay connected with us on social media to be the first to know about our upcoming opportunities.

Find us at:



[@LeadingChangeCa](#)



[Leading_Change_Canada](#)



[Leading_Change_Canada](#)



[@LeadingChangeCa](#)



In the future, we're hoping to share even more opportunities to build connections and engage with our community. We're always open to feedback and ideas on how to organize and develop these programs. If you'd like to suggest an idea, **please don't hesitate to reach out to us at Admin@leadingchangeCanada.com**.





LEADING
CHANGE

FORUM
2024

