

## UNLEASHING THE POWER OF WHY IN OUR PROFESSIONS

The word “why”, and its implied curiosity, is what drives our instinctive, and evolutionarily necessary, interest to understand the natural world. We ask “why is it this way?”, “why does this happen?” “why are we doing this?” The word “why” is fundamental to our individual and societal survival. “Why” is typically used with honest and good intentions but can also be used with deceit - it can be ‘weaponized’ to control an issue politically and protect or advance individuals’ or organizations’ selfish interests.

Knowing how and when to ask ,”why”, how to answer “why” questions from the genuinely curious (and those hoping to nefariously rock our assumptions), is critical to gain support for professionals in applying their professional practice. A professional organization and its members need the language to communicate “why” what we do is important in a simple, clear, and impactful manner. If someone from the public asks, “Why should I care about wetlands?” It is incumbent on us as practitioners to have a have a plain language, irrefutable answer. We want the public to be interested. Right? We need the public to understand the importance of our professions to our society. Right?

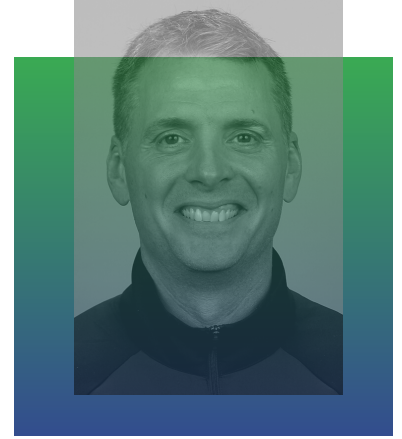
Put in a more provocative way: If there is no interest from the public, then there is no “public interest” for the professional organization to protect. Right?

**COLLEN MIDDLETON, P.BIOL., QWSP, RPBIO**

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**Senior Biologist and Reclamation Scientist**  
**WATERLINE RESOURCES INC.**

Director on the Board, Alberta Society of Professional Biology, Senior Soil and Reclamation Scientist, Waterline Resources Inc. Collen has over 15 Years’ experience in Environmental Services Consulting, over 5 Years in an Associate Partner Position where he was engaged in development and execution of strategic plans, performance management, mentoring, and coaching, new business development, contract negotiation and client service.



## DEVELOPING & MAINTAINING TEAM CULTURE

In this session, Dan will discuss leadership philosophies behind effective and high performance teams that are founded in building trust and relationships through communication, accountability, responsibility, and core leadership principles.

DAN VANHOOREN

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**Physical Education Professor and Head Coach Men's Basketball**  
UNIVERSITY OF CALGARY

While attending UBC and receiving his Master's of Human Kinetics in 1996, Dan worked for the NBA's Vancouver Grizzlies in their inaugural season. Dan is currently a physical education professor at the University of Calgary and is the men's basketball head coach. In 2018, he coached the Dinos to their best conference record since 1976 (18-4) and played host to the Canada West Final Four in front of a sold-out Jack Simpson Gym. The following season, the Dinos posted the first undefeated season in program history at 20-0, winning an eighth Canada West title before falling in the national final. Vanhooren earned his second Canada West coach of the year honour in 2018-19 and became the first Dinos coach to win the Stewart W. Aberdeen Trophy as U SPORTS coach of the year the same season. Dan has coached the Dinos into 8 National championship appearances, capturing the championship in 2018. Currently, Dan is also coaching the men's Canadian national team basketball program.



## THE POLICY PROCESS

There are many different theories of how public policy is made. These are key tools that allow policymakers and analysts to analyze, plan, and justify policy choices. This presentation focuses on one of the more popular descriptive theories: the Policy Process Model. The Policy Process Model involves breaking up the policy process into different parts/stages. Step 1) problem identification Step 2) establishing goals Step 3) policy instruments Step 4) Policy Implementation Step 5) Policy Evaluation. This presentation will also identify the strengths and weaknesses of this particular approach.

**DUANE BRATT**

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**Professor, Political Science**  
**MOUNT ROYAL UNIVERSITY**

Duane Bratt is a political science Professor in the Department of Economics, Justice, and Policy Studies at Mount Royal University (Calgary, Alberta). He was educated at the Universities of Windsor (BA 1991, MA 1992) and Alberta (Ph.D 1996). He teaches in the area of international relations and Canadian public policy. His primary research interest is in the area of Canadian nuclear policy. Recent publications include: co-editor, *Orange Chinook: Politics in the New Alberta* (University of Calgary Press, 2019), co-editor, *Readings in Canadian Foreign Policy: Classic Debates and New Ideas 3rd edition* (Oxford University Press, 2015) and author of *Canada, the Provinces, and the Global Nuclear Revival* (McGill-Queen's University Press, 2012). Current projects include the risk assessment of Canada's nuclear waste site selection process. Duane is also a regular commentator on political events.



## STARTING A TRUTH AND RECONCILIATION JOURNEY TO UNDERSTAND WORLDVIEW DIFFERENCES

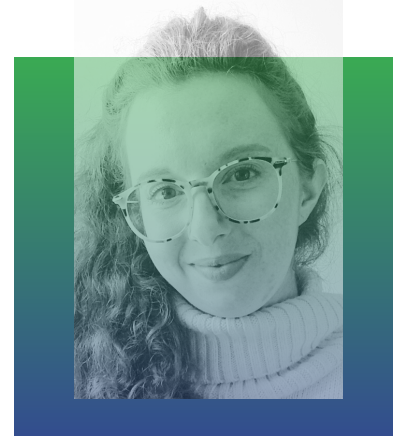
Everyone is at a different stage of understanding the complicated history between Canada and our Indigenous Peoples. Understanding the oppressive history and the current state of Indigenous communities and Peoples is vital for everyone, as we are all Treaty people and we are all relations. This plenary talk will create a safe and ethical place to take you through significant historic events and data that will ground us in understanding so we can move forward together.

**JESSICA VANDENBERGHE, P.ENG., M.SC.**

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### **Indigenous Community Consultant** GUIDING STAR CONSULTING

Jessica Vandenberghe, P.Eng., M.Sc. is born of the Dene Thá First Nation and raised in a very inclusive German family in northern Alberta. She has had an exceptional career based on her two engineering degrees from the University of Alberta. She has worked in the oil sands, mining, regulatory, infrastructure, consulting industries and now academia. She is an Indigenous Professional Engineer, Industrial Professor, and the Assistant Dean, Engineering Community and Culture at the Faculty of Engineering at the University of Alberta. She also contributes to Truth and Reconciliation, acting as a bridge to Indigenous communities, talks to Calls to Action implementation, and works on TRC awareness through her consulting company Guiding Star Consulting. She is a mother of two and is passionate about equity, diversity and inclusion. She sits on many boards and Councils, walks in many governance worlds, and does her best to contribute to the development of well-rounded and ethically minded engineering students who will ultimately build strong and vibrant communities within Canada.



## WHAT IS MENTORSHIP AND HOW CAN WE FOSTER MEANINGFUL RELATIONSHIPS?

What is mentorship and how can we foster meaningful relationships? Since 2015, Women in Science, Engineering and Research (WiSER), and University of Alberta Women in Science and Engineering (UA-WiSE) have successfully developed and implemented a mentorship program to support women and underrepresented individuals in STEM. The mentorship program was uniquely designed with a trio structure consisting of one undergraduate student, one graduate student or early-career professional, and one experienced professional. This structure provides mentorship for individuals at various stages of their STEM careers. To date, we have helped 136 trios building lasting mentor-mentee relations. The successes and challenges of this program will be discussed. This talk will also provide tips on mentorship best practices based on our experiences with past and present program participants.

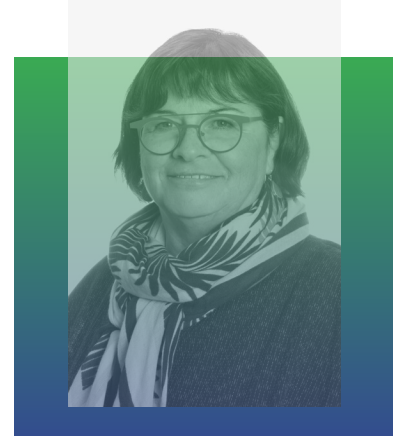
**NOOR AL-ZANOON, PHD-C**

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### **Co-chair**

**WOMEN IN SCIENCE ENGINEERING AND RESEARCH (WISER)**

Noor is pursuing a Ph.D. in Rehabilitation Science with a focus on technology and head and neck cancer treatment at the University of Alberta. Alongside her PhD, Noor is the current Co-Chair of WiSER and has led the UA-WiSE/WiSER mentorship program for the past 2 years. Noor has extensive experience in developing curricula, delivering high-quality professional development programs, and building communities to foster meaningful mentorship.



## ETHICAL DECISIONS AND A CULTURE OF REPAIR ON A PLANET IN CRISIS

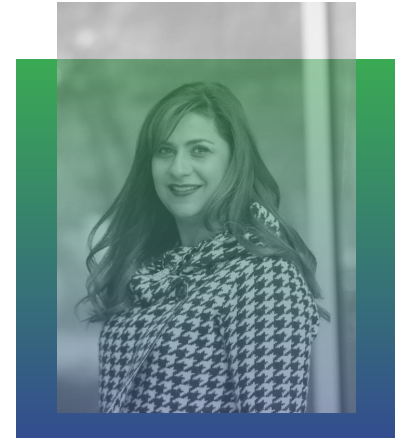
This session will take discussions of ethics into the everyday world that sustains us. As professionals and individual citizens, we make hundreds of decisions every day that express and also contribute to particular cultural, economic, and environmental systems that shape the world. This presentation explores global shifts in ethical relations that call for an ethic of restoration and a culture of repair at a time when life on the planet is challenged by the intensity and extensity of human activity. How can we build ethical relations across geographic, historical, economic, cultural and species divisions that might repair and restore our shared planet?

**LYNETTE SHULTZ, PHD**

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**Professor, Faculty of Education, Educational Policy Studies Director**  
**CENTRE FOR GLOBAL CITIZENSHIP EDUCATION AND RESEARCH**

Dr. Lynette Shultz, is Professor and Director of the Centre for Global Citizenship Education and Research at the University of Alberta, Canada as well as co-editor of the Journal of Contemporary Issues in Education. She has published widely on the topics of policy, democracy, social justice, and global citizenship with a particular focus on the geo-politics of knowledge. She has conducted research and taught in many countries. She is currently working on a Global Classroom project with high school students in 21 countries to develop effective ways to engage youth in the important issues of our time. She contributes her time to several projects for UNESCO and other organizations working to support education for social justice and global citizenship. CGCER is accountable to the Governing Council and to the Dean of the Faculty of Education. Additionally, the Advisory Committee is comprised of members from the university (both faculty and students), and from the wider community.



## CULTURAL COMPETENCIES IN THE WORKPLACE

As an organization, communication is one of the most important mechanisms to support an engaged workforce. With the increased strength that a diverse workforce brings to the organization, this session focuses on the importance of developing cultural competence, recognizing where you are within the cultural competence continuum and will provide with tangible communication tools to support you in your journey.

SHAFANA MITHA, CPA-CMA, CCIP

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**Principal, aKollage Consulting Inc.**  
FOUNDATION OF ADMINISTRATIVE JUSTICE

Shafana Mitha, has had a diverse career path with the Alberta Public Service in Edmonton for over 19 years. Previous to that, she worked in the private sector in Calgary. She is currently the Principle for aKollage Consulting Inc and is primarily focused on equity, diversity and inclusion, anti-racism, and leadership development. Prior to that she was the Executive Director for Status of Women and Multiculturalism Culture and Status of Women and led the implementation of the first Diversity and Inclusion Policy and Program for the Government of Alberta. She started off her career in Finance within the Alberta Public Service, and followed her passion into public policy development and social justice, supporting community organizations across Alberta. Shafana's MBA focused on Diverse and inclusive workspaces, and she is one of only a few Canadian Certified Inclusion Professionals in Alberta.



## WHAT BUSINESS ARE REGULATORS IN? THE ROLE OF PROFESSIONAL REGULATORS

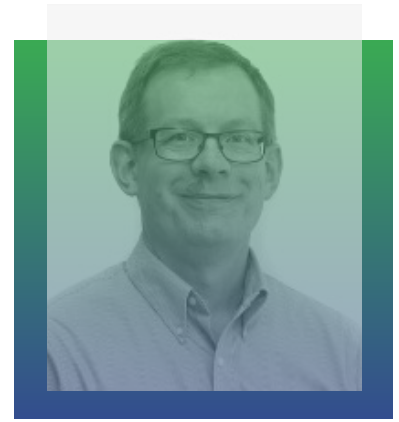
In this panel discussion, four professionals discuss the role of regulatory bodies, and the registered professionals regulated within. They explore areas of change, protection of public welfare, shifting trends in regulated professions, and what distinguishes a professional.

JACQUELYN STEVENS

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**Partner, Certified Specialist in Environmental Law**  
WILLMS & SHIER ENVIRONMENTAL LAWYERS LLP

Jacquelyn Stevens is a partner and certified specialist in environmental law by the Law Society of Ontario, with significant expertise representing a wide range of clients in civil and regulatory litigation. Jacquelyn is called to the bars of Ontario and Alberta. Jacquelyn prosecutes and defends environmental lawsuits. She advises on cross-boundary migration of contamination and remediation options during civil litigation. Jacquelyn also has significant expertise litigating contamination issues at dry cleaning operations and gas stations. Jacquelyn acts for clients in the defense of quasi-criminal environmental prosecutions by regulatory authorities. She appears before courts and administrative tribunals.



## WHAT BUSINESS ARE REGULATORS IN? THE ROLE OF PROFESSIONAL REGULATORS

In this panel discussion, four professionals discuss the role of regulatory bodies, and the registered professionals regulated within. They explore areas of change, protection of public welfare, shifting trends in regulated professions, and what distinguishes a professional.

**MATTHEW OLIVER, CD, P.ENG., RMC**

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**Deputy Registrar and Chief Regulatory Officer**  
APEGA

Matthew is the Deputy Registrar and Chief Regulatory Officer of the Association of Professional Engineers and Geoscientists of Alberta, regulating engineering and geoscience in Alberta for 72,000 members. Matthew served in the military for 20 years as an aerospace engineer. He holds degrees in computer engineering, electrical engineering, divinity, and a graduate certificate in restorative justice. Past civil work included appeal commissioner and forensic engineer. In this role he oversees all regulatory activities at APEGA: investigation, discipline, protection of right to title and right to practice, professional practice, examinations and registration. Matthew is Michif, and a citizen of the Métis Nation.



## WHAT BUSINESS ARE REGULATORS IN? THE ROLE OF PROFESSIONAL REGULATORS

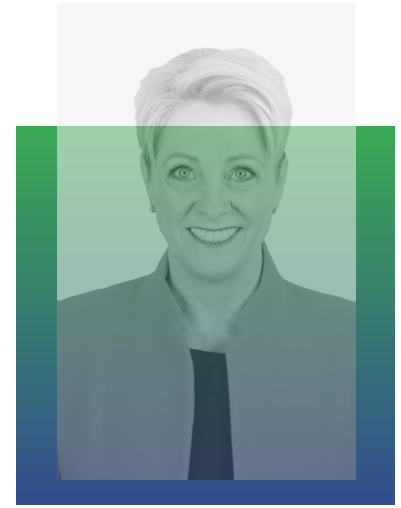
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CHAD BURDEN

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**Physiotherapist, Owner**  
SUMMIT PHYSIOTHERAPY

Chad Burden has been a Registered Physiotherapist for the last 18 years and has owned Summit Physiotherapy & Massage Therapy since 2012. He graduated from Concordia University with Bachelor's degrees in Biology and Psychology, in 1998 and 1999 respectively. He then studied at the University of Alberta, graduating with a Bachelor's degree in Physiotherapy in 2003. Since then he has worked in public practice at the University of Alberta Hospital, in numerous private clinics throughout the Edmonton area, and on the military base at CFB Edmonton - eventually settling at Summit Physiotherapy in 2007.



## GLOBALSWAY: LEADING WITH HYBRID FLEXIBILITY

With the onset of the pandemic, work from home became a serious need. As the world returns to less chaotic circumstances, the mindsets and ideas for how we work have changed, both for the employer and the employee. Navigating this as organization reset and refine their policies can be tricky. Patti presents ideas for leaders on how to lead traditional competencies in non-traditional ways to increase performance and increasing retention.

**PATTI BLACKSTAFFE**

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**CEO  
GLOBALSWAY**

Patti is CEO of GlobalSway and is on a mission to ignite the fusion of technology and humanity as she consults and trains digital leaders to prepare for 21st-century challenges. Her No-Baffling-Shenanigans approach blasts outdated leadership organizational structures no longer serving companies. A former corporate director within the global Energy sector, she identifies gaps in leadership within technology-driven enterprises. Launching her own business in 2008, she has focused on leadership, change, and transformation for some of the largest companies in Canada.

As seen in Success Magazine for Leading Change, Patti is globally recognized as a thought leader in the technology space, and sits on the Industry Advisory Council (IAC) for the Business Technology Management and Analytics (BTMA) program at the Haskayne School of Business. She is included by HDI as a Top 25 Thought Leader for 2021. Her first book, Leadership XXL: Live it! Lead It! was published last year, and her latest book, Hacking YOU: A Digital Leader's Guide to Self-Awareness, will be published in late 2021.



## HOW TO MAKE MENTOR RELATIONSHIPS A MEANINGFUL EXPERIENCE FOR THE MENTOR AND MENTEE

The capacity for collaborative creativity is an organizational imperative as we all need to be equipped with the capacities to innovate to adapt to perpetual change and to affect positive perpetual change and to deal with increasingly complex problems that lay before us and those over the horizon. Truly collaborative cultures enhance innovative potentials exponentially by enabling the free flow of ideas in truly trusting and caring environments. This is built upon a communicative foundation of attentive, interpretive, empathetic and generative listening. Contextual creative problem solving through design thinking and design practice is an intentional process for achieving new, relevant solutions that create positive impact across disciplines including the social, cultural, economic and scientific spectrums. This presentation, focused collaborative creativity for Innovation, is designed to equip professionals from across the discipline spectrum with comprehensive, design thinking, design practice, collaboration and communication tactics and strategies to affect positive, innovative change across a wide range of real-world contexts. This is accomplished through an exploration of the foundational concepts and their accompanying vocabulary and a variety of avenues in which these may be operationalized within organizational structures.

**LYNETTE SHULTZ, PHD**

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**Professor, Faculty of Education, Educational Policy Studies Director**  
**CENTRE FOR GLOBAL CITIZENSHIP EDUCATION AND RESEARCH**

Author, educator, and artist Robert Kelly is an associate professor at the University of Calgary, where he is academic coordinator of the Collaborative Creativity & Design Thinking for Social Innovation and Human-Centred Design graduate program in the Werklund School of Education. He is also an associate professor in the Department of Art in the Faculty of Arts where he teaches design fundamentals and art education. His pioneering work in the area of collaborative creativity, creative development, and design thinking for innovation has been recognized both nationally and internationally. Robert has developed and prototyped several courses and programs in these fields of teacher education at his home institution, and has been invited to numerous postsecondary institutions in Canada as a visiting scholar. Robert has authored several books in the fields of creativity, design thinking, and innovation. His newest book entitled, 'Collaborative Creativity: Educating for Creative Development, Innovation and Entrepreneurship' makes a case for the educational imperative of the development of collaborative cultures in education and across diverse organizations to maximize the innovation potentials of design and creative practice in both physical and virtual collaborative innovation networks.