

Playing Safe! Creating safe activity environments for all participants

NB Alliance
for Safe Sport
& Recreation

ALLIANCE

Alliance du N.-B.
pour la sécurité dans
les sports et loisirs

www.sport.nb.ca/harassment

New Brunswick
Nouveau Brunswick

Canadian Red Cross
Crou-Rouge canadienne

SPORTNB

RECREATION NB

*NB Alliance for
Safe Sport and
Recreation
presents:*

*Playing Safe!
Creating safe activity
environments for all
participants*

*April 25th-26th
Days Inn -Oromocto*

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The Alliance for Safe Sport and recreation would like to express their appreciation to the Department of Wellness, Culture and Sport for their financial contribution in hosting *Playing Safe!*

Welcome from the NB Alliance for Safe Sport and Recreation

On behalf of the NB Alliance for Safe Sport and Recreation we would like to welcome you to **Playing Safe! Creating safe activity environments for all participants** workshop. We hope that your participation will be informative and educational and that you will return home with some "tools" that will enhance your programs.

The NB Alliance for Safe Sport and Recreation is a partnership between Sport New Brunswick, Recreation New Brunswick, Centre for Coaching Education of New Brunswick, Fitness New Brunswick, Canadian Red Cross, Department of Wellness, Culture and Sport who's mission is to provide leadership and resources for its members to create safe environments in sport and recreation for all New Brunswickers.

The provision of safe environments for all individuals to participate in sport and recreation pursuits is everyone's responsibility. Our quality speakers and variety of sessions will give you valuable information and contacts that can be accessed at a later date.

Enjoy the proceedings and we look forward to your participation.

Schedule

Time	Session	Code
Friday, April 25		
8:00 – 9:00	Registration	
9:00-10:00	Keynote speaker	
10:00-10:30	Break and networking	
10:30-12:00	Why Sport and Recreation Need Abuse and Harassment Policies	1A
	Picture of Violence in New Brunswick	1B
12:00 – 1:30	Lunch and Keynote	
1:30-3:00	Creating and Evaluating Your Policies	2A
	Overcoming Barriers to Programming	2B
3:00-3:15	Break and Networking	
3:15-5:00	How to Screen Effectively	3A
	Setting an Example	3B
6:00-9:00	Homophobia in Sport Workshop	
Saturday, April 26		
9:00-10:30	Embracing Diversity in Sport and Recreation	4A
	Youth Panel on Bullying	4B
10:30-11:00	Break and Networking	
11:00-12:30	Creating Strong Community Partnerships	5A

Accommodation and Travel Information

Host Hotel

Days Inn - Oromocto
60 Brayson Boulevard
Oromocto, NB E2V 4T9

To reserve your room please call (506) 357-5657 or hotel@daysinnoromocto.com and identify that you are a delegate with the NB Alliance for Safe Sport and Recreation Workshop.

Session Descriptions

Friday, April 25th, 2008

9:00-10:00

Keynote Speaker

Their Rights: Our Responsibility

Judi Fairholm, Red Cross

Is violence something I should be concerned about? Even if we wanted to stop it- where would we start? Working with the Canadian Red Cross, RespectED: Violence and Abuse Prevention Program for over twenty years Judi Fairholm has been asked these questions many times. The issues of violence, abuse, harassment and bullying create fear about how to respond and how to cope with the risks of liability and criminal charges. The best antidotes to these fears are awareness of the problem, knowledge of the issues, risk management and preventative actions. Recently the Red Cross, under Judi's leadership, developed a tangible resource called " 10 Steps to Creating Safer Environments for Children and Youth". Judi will share the best practices she has learned from her work in violence prevention in Canada and now moving the RespectED program internationally. Her belief is that if we begin tackling this problem one step at a time we will begin to see that this complicated problem is in fact preventable.

10:30-12:00

Session 1A: Why Sport and Recreation Need Abuse and Harassment Policies

Speakers: Stacy Coy, Mike Keating, Jennifer Myers

Recreation departments and sport organizations alike need to have policies in place to protect the user and themselves from abuse and harassment issues. The session will provide an opportunity for groups to learn what should be in a policy and how it can be implemented.

Session 1B: Picture of Violence in New Brunswick

Speakers: Deborah Doherty, Neil Jacobson

This session will provide participants with a better understanding of aspects of violence in New Brunswick. Participants will learn about the unique dynamics involved in violence in rural and farming communities, the NB Family Services Act and factors related to disclosures of abuse, and what violence may look like in sport and recreation.

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12:00 - 1:30 Lunch

Keynote *Mitch MacMillan*

Create a Safe Environment for Sport & Recreation

Mitch MacMillan has been involved at various levels of coaching in hockey and baseball, but his real passion is coaching life skills. Mitch has used the sports field as a training ground for life. His practical approach to skill, attitude and behaviour development has had a lasting impact on many. With his light hearted approach, Mitch has taken the simple coaching principles found in sport and applied them to the work place and community, where he has seen much success in team building and team player development. Mitch will enlighten us to his personal experiences which will set the stage for the ABC's of coaching.

1:30 - 3:00

Session 2A: Creating and Evaluating Your Policies

Speakers: Richard Malone, Jennifer Myers

As a continuation to Session 1A organizations will be able to put their policies to the test. A discussion on the process and the pitfalls to avoid will also be shared. Does their policy adequately cover the user and them? How are they implementing it? Learn how to educate your members and public about your policy.

Session 2B: Overcoming Barriers to Programming

Speakers: Bill Patrick, Roger Vidal, DJ Joseph

This session will discuss the barriers that people often face when trying to implement a program. Barriers that will be discussed are: access to information due to the rural nature of the province, working with different cultural groups, and stereotypes that have evolved.

3:15 - 5:00

Session 3A: How to Screen Effectively

Speakers: James Cress, Terry McRae

Learn how to develop a screening policy and who should be screened. You don't need to go at this alone. There are resources and programs available to help you. Come learn more!

Session 3B: Setting an Example

Speakers: Marilyn Noble, Mitch MacMillan

When groups get together to discuss strategies for violence prevention they often target the youth they work with as the place to start. This session will discuss the role that adults play in setting a good example for the kids they work with. It will help the participants take a look in the mirror and assess their own behaviour and the environment they are creating.

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6:00 - 9:00

*Seeing the Invisible, Speaking about the Unspoken:
Addressing Homophobia in Sport*

Presenter: Jennifer Birch Jones, CAAWS

This session will explore what is homophobia, how it plays out in sport, why sport administrators and coaches need to address it, and what strategies and resources are available to make your sport welcoming for lesbians and gays. This interactive session will provide sport administrators and coaches with the opportunity to learn about and discuss openly questions and issues around sexual diversity, using real life examples and small group discussions to enhance understanding. The workshop will also focus on concrete strategies and actions that sport administrators and coaches can take to make their sport more welcoming for lesbians and gays, along with excellent resources to do so.



**Canadian Association
for the Advancement
of Women and Sport
and Physical Activity**

**Association canadienne
pour l'avancement
des femmes du sport et
de l'activité physique**

Saturday, April 26th, 2008

9:00 - 10:30

Session 4A Embracing Diversity in Sport & Recreation

Speakers: Jennifer Jones, Laurie Muise

In creating a safe environment in sport and recreation, programmers and administrators need to think of all participants. Learn from our panellists on how to create a safe environment for people with intellectual or physical disabilities, aboriginal peoples and people with various sexual orientations.

Session 4B Youth Panel on Bullying

Speakers: Nora Dickson, Samantha Kuhn

Bullying used to be seen as a normal part of growing up but today youth, parents, and the community want solutions instead of acceptance. This pressure has resulted in a number of successful strategies - all of which include youth being involved in designing solutions. This session will highlight these successful initiatives by inviting youth to discuss their creative solutions.

11:00 - 12:30

Session 5A Creating Strong Community Partnerships

Speakers: Valarie Carmichael, Robert Mazzerall, TBA

It is recognized that working in partnerships may further our programming as we can ensure we do not duplicate efforts, can share best practices, and bring a common voice to an issue. It can be easier said than done when working with limited human and financial resources. This session will help participants to learn creative ways and strategies that have been used to build strong partnerships. The presenters will also discuss partnerships that are in the province to reduce violence.

Biographies:

Keynote speakers:

Judi Fairholm

For 18 years, following her graduation as an R.N. in Calgary, Alberta, Judi Fairholm worked as a nurse, instructor and health coordinator in Canada, India and Taiwan. Today, as National Technical Director, Fairholm spearheaded the growth of Canadian Red Cross RespectED: Violence & Abuse Prevention from a grassroots initiative to a national, award-winning program to prevent child/youth abuse, neglect, bullying, harassment, and interpersonal violence. In addition to her leadership of RespectED, Fairholm is currently involved in preventing sexual exploitation and abuse at the international level in her role as a consultant to the International Federation of Red Cross Red Crescent Societies.

Mitch MacMillan

Mitch is a 26 year veteran of Policing and is presently the Staff Sergeant responsible for the RCMP "J" Division Customs and Excise South Units located in Saint John, Fredericton and Woodstock, NB. Mitch and his entire family have been involved in many community organizations. Mitch has been prominent in the schools in both the advisory and educational roles. In the mid 1990s, Mitch developed a school Coaching/Mentoring program called "PALS" (Police at local Schools) This program went on to be used across the country as a model for school/police partnerships. As a result Mitch was nominated for both provincial and national awards.

Speakers:

Jennifer Birch-Jones

Jennifer has worked in high performance sport for many years, as an athlete, sport administrator, referee, and more recently, as a professional consultant in performance-based planning, measurement and evaluation. She was also a member of the Canadian Mission Staff for the Commonwealth Games in Manchester (2002) and again in Melbourne (2006). She was the lead in creating Commonwealth Games Canada's Positive Space for LGBTQ team members for the 2006 Games in Melbourne. That same year, Jennifer became involved in the development of CAAWS's Homophobia in Sport Initiative which has been successfully piloted with the national sport community.

Valarie Carmichael

Valarie is currently the Community Schools Coordinator for School District 14. For the last 20 years her passion has been community development and advocating for people in need. She has been the Executive Director of Volunteer Family Services Inc., President of the NB Association of Food Banks and has served on provincial committees on Food Security, Wellness and Breakfast for Learning.

Stacy Coy

Stacy Coy is a social worker who began working with the Canadian Red Cross in 1997. Her current position is Community Development Co-ordinator for Atlantic Canada. Prior to her work with the Red Cross she worked for a number of youth serving agencies including municipal recreation departments, the Boys and Girls Club, YMCA, and Big Sisters. Her experience includes offering extensive training programs and workshops for volunteers, schools, coaches, youth serving agencies, universities, as well as remote and aboriginal communities. Stacy is also trained to offer the Red Cross abuse prevention on line training program and certify RespectED trainers.

James Cress

James is currently the Executive Director of Volleyball NB. He obtained his BPE and BED from UNB and is currently working on his MBA/SRM (Sport Recreation Management). He is a level III volleyball coach and currently Assistant coach with the UNB Women's volleyball team.

Nora Dickson

Nora graduated from UNB with a Degree in Physical Education focused in the area of Sport and Exercise Psychology. She has experience coordinating programs in the field of recreation and sport in several municipal and organizational settings including; the Perth-Andover Recreation Commission, Town of Woodstock, and the Fredericton YMCA. Currently, Nora is Program Manager for the Healthy Eating Physical Activity Coalition of New Brunswick (HEPAC). She is also a Red Cross Trainer for RespectED.

Deborah Doherty

Deborah Doherty, Ph.D., is the Executive Director of the Public Legal Education and Information Service of New Brunswick. Deborah has been conducting family violence research and creating plain language resources about family violence for over 20 years. She sits on several family violence committees and is a member of the New Brunswick Silent Witness Committee.

Neil Jacobson

Prior to Neil's work with Natural Resources, he was employed as a Probation/ Parole Officer where he worked closely with sexual offenders and victims in the community for 7 years. Since 2000, Neil has been involved with Hockey New Brunswick (HNB) as a Speak Out! Facilitator. He has been a member of the Risk and Safety Committee with HNB since 2002 and had participated in policy review for Risk and Safety initiatives for Hockey Canada in 2004. .

Michael Keating

Michael is legal counsel for the New Brunswick Association of Nursing Homes, Director of Labour Relations. Michael was with the RCMP for over 20 years. He is a board member with Baseball NB, Capital region zone commissioner for baseball. Michael has also held several coaching roles with baseball: 2009 and 2005 Head coach Canada Games.

Samantha Kuhn

Samantha is an 18 year old student currently attending Mount Allison University in the Science Program. She has been involved in many sports as an athlete but her passion has been hockey and rugby. Her goal is to complete her Science Degree and move on to work with children and youth, either through education or through the RCMP.

Richard Malone

Richard has been the Chief Administrative Officer for the Town of Hampton since October 2007. Richard previously worked with the Town of Hampton as the Director of Leisure Services since October 1995. In this role he has led a number of successful projects and initiatives on behalf of the Town and has been an effective leader within the community.

Robert Mazzerall

Robert is currently the Community Schools Coordinator for School District 17.

Terry McRae

Terry is Vice President for BFL Maritimes Inc. He has been involved in the insurance business for over 20 years and an insurance broker specializing in Entertainment, Leisure and Sports for the past 12 years. Terry is active in sports as a basketball coach and player.

Laurie Muise

Laurie has been employed with the NB Assoc. for Community Living for the past 8 years. In his current position as the Director of Community Development through Recreation, he works to promote and facilitate inclusive recreation, leisure and active living opportunities for persons with disabilities throughout New Brunswick. His role is to enhance community capacities to better include persons with disabilities within the various programs and services offered in our regions.

Jennifer Myers

Jennifer is the Director of Athletics and Recreation at St. Thomas University in Fredericton. Her background includes a Master's Degree in Sport Management from the University of Western Ontario where she researched issues of women in sport and specifically the development of policy in this area. While working as the coordinator for one of the largest University intramural programs and day camps in Canada she was responsible for developing and implementing effective harassment and equity policies to service a broad recreation community. She also has a background in investigating harassment complaints for community sport groups.

Marilyn Noble

Marilyn is a community-based adult educator. For the past eight years, she has been a strong advocate of bullying reduction, both among children and youth and in the workplace. She is project coordinator and community co-chair for UNB's research team on workplace violence and abuse (workplace bullying). She has developed and teaches two degree-credit courses at UNB: Bridging Difference: Diversity and Inclusion in Adult Learning and The Respectful Workplace: Principles and Practices. It's no accident that Marilyn's consulting practice is called People Link: that's what she does best. Facilitating multi-stakeholder dialogue is one of her strengths. Marilyn believes that in any group endeavour, it's important to create a climate of safety for risktaking and to respect "differently acquired wisdom".

Bill Patrick

Bill Patrick, Ph.D., is an activist, writer, teacher, and researcher who works to address the social problem of men's violence. Bill played competitive team sports from age 6 until age 18. His research and writing concerns issues of masculine socialization and the ways we train boys into becoming men. Bill is currently the Chair of the Board of Directors for Chrysalis House, a Fredericton-area home for homeless young women, and serves as Vice-President of Menswork/Voix d'hommes New Brunswick, a network of men working to eliminate violence against women.

Roland Vidal

A former physical education teacher in College and highschool, he brings his knowledge and high personal sense of values as former coach and as an athletes' parent in pursuing the development and implementation of **Respect in Sport** to assist coaches, activity leaders, officials and parents in developing a safe and respectful environment for the young women and men engaged in sports



Registration Form

Name: _____

Organization: _____

Address: _____

E-mail: _____ Telephone: _____

Choose the sessions that you wish to attend by checking the program code.

Friday, April 25th, 2008

Saturday, April 26th, 2008

10:30AM – 12:00PM

Session 1A

Session 1B

9:00AM – 10:30AM

Session 4A

Session 4B

1:30PM – 3:00PM

Session 2A

Session 2B

11:00AM – 12:30PM

Session 5A

3:15PM – 5:00PM

Session 3A

Session 3B

6:00PM – 9:00PM

Homophobia Workshop

Payment *Cheques to be made out to Sport NB.*

Please note that lunch on Friday and all nutrition breaks are included.

Early registration (by April 18th) \$30 + HST

Late registration (after April 19th) \$50 + HST

Registration can be sent in by mail, fax, email or by phone.

Contact Sport NB
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Fredericton, NB E3B 6A2
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programs@sportnb.com