



Nominations Process / Nominees

- Chair and 3 Director at Large positions being elected this year
- Notice posted on various NC social media sites and website – closed June 30.
- 1 nominee for Chair: Jen Tomlinson
- 4 nominees for Director at Large: Ted Kalil, Sarah Daitch, Charlotte MacNaughton, and Mark Arendz

June 23, 2020

Mr. Jeff Sim,

I want to express my interest in becoming a member of Nordiq Canada's Board of Directors as a Director at Large.

Since 2012, I have acted as the Athlete Representative for the PNST within Nordiq Canada. I acquired many skills through my experiences in this role. A role I continue to fulfill to this day. To expand my knowledge further, I submitted my nomination to the International Paralympic Committee for the role of Athlete Representative for World Para Nordic Skiing. In March 2017, I was elected by the athletes to the position, which I have since held. My seat is on the Sport Technical Committee – Nordic, which oversees all aspects of the sport.

I am a member of the 2023 Canada Winter Games Board of Directors as the Representative for the Government of Canada. The 2023 Canada Games will be hosted by my home province of Prince Edward Island.

I have been a member of the Nordiq Canada's National Team since 2007. I was representing Canada at three Paralympic Winter Games (Vancouver, Sochi & PyeongChang), where I earned a total of eight Paralympic medals. I have competed at six World Championships with a total of 14 World Championship medals.

I want to give back to the skiing community that has supported me for more than a decade. As an active athlete, I believe a position on the Board of Directors is a fitting contribution to the community and the continuing demands as a high-performance athlete.

Thank you for your time and consideration. I look forward to hearing from you.

All the best,

Mark Arendz





MARK ARENDZ

Para-Nordic Skier

Being competitive by nature, I took a liking to sports at a very young age. I began skiing in the backyard when I was about five years old. At the age of seven, I had a Farm accident where I lost my left arm. While the accident was initially a significant shock, it did not deter me from pursuing my love of sport and competition. I earned a Silver and a Bronze medal in the Biathlon races at the 2014 Paralympic Winter Games in Sochi. Four years later, in PyeongChang 2018, setting a new Canadian record of six medals from a single Winter Games. Earning a medal for each of the six competitions, I started and becoming Paralympic Champion in the Biathlon Individual, with a Silver and Bronze in the other two Biathlon competitions. In Cross-Country, I added Silver from the Relay and two Bronze medals from the Cross-Country events. I concluded the 2018 Games as Team Canada's Flag Bearer at the Closing Ceremonies.

3.3.1990 (30)

BIRTH

Canadian

NATIONALITY

Become a World Class Athlete

MY OBJECTIVE

English

LANGUAGE

CONTACT



+1 403 707 6940

MOBILE NUMBER



markarendz@gmail.com

EMAIL ADDRESS



www.markarendz.ca

WEBSITE

ACKNOWLEDGEMENTS

Member of the Order of PEI - 2018

Order of Prince Edward Island

Queen Elizabeth II Diamond Jubilee Medal - 2013

War Amps of Canada

Gold Level Award

Duke of Edinburgh Award

Male Athlete of the Year - 2018, 2017, 2014, 2013

Lieutenant Governor's Award - 2018, 2017, 2014, 2013

Bill Halpenny Award – 2018, 2014

Sport PEI

Male Athlete of the Year – 2018, 2013

Alberta Sport & Recreation

Male Athlete of the Year - 2018

Biathlon Canada

Phil Bower Memorial Award - 2007

Parasport & Recreation PEI - Most Outstanding Athlete

Canada Day Youth Award - 2005

Recognition for contributing to the community and Canada from Canada Day Youth Ambassador Program

Clint Evans Award – 2005

Jacky Boyce Memorial Award – 2004

Christina Glover Memorial Award -2003

East Wiltshire School

ATHLETICS HIGHLIGHTS

- 2019 **4x Silver & 2x Bronze medals**
IPC World Championships
- 2018 **Paralympic Champion, 2x Silver & 3x Bronze medals**
PyeongChang Paralympic Winter Games
- 2017 **2x World Champion, Silver & 2x Bronze medals**
IPC World Championships
- 2014 **Silver & Bronze Medalist**
Sochi Paralympic Winter Games
- 2013 **First Overall World Cup**
IPC Biathlon World Cup
- World Champion & 2 WCH Bronze medals**
IPC World Championships
- 2012 **Second Overall World Cup**
IPC Biathlon World Cup
- 2011 **Second Overall World Cup**
IPC Biathlon World Cup
- Two Fourth Place Finishes**
IPC World Championships
- 2010 **Three Top-10 Results**
Vancouver Paralympic Winter Games
- 2010 **First Two Podium Finishes**
IPC World Cup

VOLUNTEER ACTIVITIES

Board of Directors

2023 Canada Winter Games in PEI

Athlete Representative

WPNS, Nordiq Canada-PNST

Humanitarian Work in Nicaragua

SchoolBox

Junior Counselor and Safety Ambassador

The War Amps of Canada

Youth Ambassador

Celebrate Canada Youth Ambassador Program

Soccer Referee

Youth & Senior Soccer Leagues in PEI & AB

Coaching Biathlon, Cross Country Skiing & Soccer

Local clubs

Volunteer at Various Community Events

Fundraisers, Soccer Club, PEI FWD

Canadian Ski Patrol

Brookvale Ski Park, Tour de PEI, Red Island Relay

War Amps Playsafe & Farm Safety Presentations

School groups (K-12), 4H, Agri-Science Students

Motivational Speaking

Athletes (Various Sports), Schools, National & International Corporations

SKILLS

Communication	● ● ● ● ● ● ● ●
Organizational	● ● ● ● ● ● ● ●
Computer	● ● ● ● ● ● ● ●
Public/Motivational Speaking	● ● ● ● ● ● ● ●
Teamwork	● ● ● ● ● ● ● ●
Creativity	● ● ● ● ● ● ● ●
Corporate Work Experience	● ● ● ● ● ● ● ●
Adaptable	● ● ● ● ● ● ● ●
Leadership & Initiative	● ● ● ● ● ● ● ●
Dependable	● ● ● ● ● ● ● ●

WORK EXPERIENCE

2007-present	National Team Athlete, 3x Paralympian Nordiq Canada
2005-2006	Groundskeeper Central Queens Clippers Soccer Complex
Birth-2007	Farmhand Family Farm

EDUCATION

- High School Diploma**
2008 - Honors Student - Bluefield High School
- Several University Courses**
University of Calgary – Engineering, Kinesiology
- Public Speaking & Media Training**
War Amps of Canada
- Public Speaking Workshop**
Canadian Sport Institute – Calgary

BIATHLON ● TRAVEL READING
 CYCLING CROSS-COUNTRY
 SKIING GOLF SOCCER MOVIES
 RUNNING VOLUNTEER
 COACHING OUTDOORS ZOO
 ALBERTA CANADIAN ROCKIES
 PRINCE EDWARD ISLAND
 CANMORE HARTSVILLE

Charlotte MacNaughton

PERSONAL PROFILE

I am passionate about getting more Canadians outside and active.

I believe in the power of sport to make a better world.

Many of my professional, volunteer, academic & personal experiences focus on sport - from grassroots to high performance.

AREAS OF EXPERTISE

Canadian sport system
Communications
Social media marketing
Governance
Event management
High Performance sport
Grassroots sport development
Long Term Athlete Development (LTAD)

EDUCATION

University of Ottawa
Master of Arts (Sport Studies) 1994
University of Calgary
Bachelor of Physical Education 1990

AWARDS

Sovereign's Medal for Volunteers (Gov of Canada)
Sport Volunteer Recognition Award
(Gov of Alberta)
Orienteering Canada Hall of Fame

SPORT BACKGROUND

3x competitor at the World Orienteering
Championships
CANSI Level 1 XC Ski Instructor
NCCP in orienteering & gymnastics
Canadian delegate to the Internationall
Olympic Academy

INTERESTS

Orienteering, XC skiing, biathlon, cycling, hiking
Painting, printmaking & design

CONTACT DETAILS

403-589-7470
charlotte@barebones.ca
Canmore, Alberta

WORK & VOLUNTEER EXPERIENCE

Nordiq Canada

- Board Member
- Committees: Nordic Strategy, Sport Structure, Governance, Environment & Sustainability

Orienteering Canada

- Communications & Development Director (Current - volunteer)
- President (2005-2010) & Executive Director (2005-2014 - volunteer)

Canadian Olympic Committee

- Member of the Team Canada Mission Staff (volunteer) at the 2020/21 (Tokyo), 2018 (Pyeongchang), 2016 (Rio), 2015 (Toronto Pan Am Games), 2014 (Sochi), 2010 (Vancouver), 2006 (Torino), 2000 (Sydney) Olympic and Olympic Winter Games. Roles have included: Village Operations, Transportation management, Performance Centre Manager.
- Employee (1997-2003) Responsibilities included: managing various national Olympic education & leadership development programs (Olympic Academy of Canada); managing the COC's community outreach and volunteer program; liaising with the COC's Athletes' Council; organizing special events (corporate, media, fund-raising) and various other national and regional communications-related responsibilities.

Other Orienteering Volunteer Involvement

Current

- Coordinate **SOGO Adventure Running** - an orienteering program for Calgary & area kids (2-18). Over 1000 kids participate each year.

Past

- President **Alberta Orienteering Association**
- **International Orienteering Federation** - various committees
- Board Member **Foothills Orienteering Club**
- **Team Leader** for Team Canada at World Orienteering Championships
- **Event organizer** at World Masters Games and Asia Pacific Orienteering Championships, many Canadian Orienteering Championships and dozens of local and regional orienteering events

Other Professional & Volunteer Involvement

Current

- **Mentor** with the Canadian Olympic Committee's WELD program (Women's Emerging Leaders Development)
- Volunteer Instructor with **Spirit North**

Past

- Advisory committee member assisting the **Town of Canmore** with the development of a master plan for arts & culture
- Vice-Chair of **Sport Calgary**
- Executive Director **Alberta Luge Association**
- University of Calgary **Sessional Instructor** Sport history & sociology
- Co-Chair **Alberta Youth Olympic Symposium** leadership development program for Alberta high school students
- **Advisory Committee** for various conference (Coaching Assoc of Canada, Alberta Sport Connection, Orienteering Canada, Canadian Olympic Committee)
- Preschool **Gymnastics & Trampoline coach**

Ted Kalil
385 Grenfell Avenue
Mount Royal, QC
H3R 1G4

May 27, 2020

Mr. Jeff Sim
Chair, Nordiq Canada Nominations Committee

Dear Jeff,

It is with great pleasure that I am confirming my intention to stand for re-election to the Board of Nordiq Canada. I truly believe that it takes at least a year for any new member of the Board to learn how to be an effective Director, and how to use our governance structure to ensure that the goals of our membership are achieved. As such, I believe that with a second term I can make an even greater contribution to our sport.

Given the situation we find ourselves in right now, with a new Interim-CEO, and in the middle of a global pandemic, what Nordiq Canada needs right now is some stability wherever possible. Our current Board is, in my opinion, working very well together, and I hope to remain a part of it in order to continue adding to that stability.

I am a highly passionate masters-aged skier/endurance-athlete, and a parent of three multi-sport-athlete daughters, two of whom are ski racers. I think that in my first term on the Board, I was able to combine that love for our sport with my professional skills and my other volunteer board experiences to make a contribution to Nordiq Canada. Over the past two years, I have specifically focused my efforts in a few areas:

Nordiq Canada Development Fund

As Chair of the NCDF, I was able (along with a very strong Committee) to bring an idea that had been created by the Board before my election, and turn it into a growing, but already effective, vehicle for helping to fund our NextGen athletes. Through this work, I built strong connections with the Canadian Olympic Foundation, helped the Board understand the investment process for the NCDF's capital, and shared my experience from working with other endowments and foundations to help institute best practices for the NCDF. More work to be done here as we expand the scope of the Fund.

Finance Committee

Being a Chartered Financial Analyst by training, this Committee is very aligned with my professional life. I believe that I was able to make a strong contribution to help the

Committee in both aspects of its dual mandate: Oversight of management's stewardship of finances on behalf of our members, and providing subject matter advice to staff.

Business Development

Drawing on my experience with other successful registered charities, I have been the lead Board member on the CEO's Business Development Committee over the past two years. I have been working with senior staff to implement a professional advancement and fundraising structure. This included our work with the Canadian Olympic Foundation to create our Director of Philanthropy position, and drawing the learnings from that. We have begun to grow our NST Alumni Network, create "friendraising" events, and we have started to streamline our corporate sponsor program. Our potential has been truly untapped, and I am really excited about the renewed energy that Stéphane and Megan are bringing to this area, and I look forward to supporting them on this going forward.

Gender Equity

Having coached adult women's hockey for 5 years, being the very proud father of 3 multi-sport-athlete daughters, and through my 8 years as a board member at Fast & Female, I have learned many of the challenges that girls and women face in sport. My time with F&F also provided a privileged insight into what has both worked, and not worked, for the Canadian and American women's National Ski Teams over the past decade. As such, when I ran for election to the NC board two years ago, I pledged that I would be a vocal advocate for gender equity in all areas of our sport. I am on record as having done so on a variety of occasions, and I fully intend to continue to do so.

Board Ambassador

Through my two years on the Board, I never lost sight of the fact that we are elected to represent our members: the Divisions and the Athletes. As such, I fully embraced the role that we have as Board Ambassadors. It gave me great pride to wear the team jacket, being to able to stand trail side and listen to members questions and suggestions, meet with officials to hear concerns, attend club and provincial AGMs, or speak with our athletes to help them find solutions to challenges. Our sport needs more communication. The Board Ambassador role is a big part of that.

Language

Bien que cette lettre soit rédigée en anglais, j'ai l'intention de continuer à représenter notre sport dans les deux langues officielles.

Conclusion

If the voting members see fit to re-elect me to the Board, it would be my great honour to continue representing them, and supporting our wonderful sport throughout Canada.

Sincerely,

Ted Kalil

Curriculum Vitae
A. Edward (Ted) Kalil, BA (Hons.), CIM, CFA

Contact Information

Address: 385 Grenfell Avenue, Mt. Royal, QC H3R 1G4
Phone: 514-889-7038
Email: ted.kalil@bell.net
LinkedIn: www.linkedin.com/in/ted-kalil-cim-cfa-4393a64

Ski Affiliations

Member of Ski de Fond Montreal
Member of the Viking Ski Club
Daughters are members of the Club Fondeurs Laurentides race team
SFQ race licence 35729
NC race licence 45873
NC Level 1 Official ID 2451
Completed NC Introduction to Community Coaching course

Nordic Skiing Experience

I am a 13-time participant in the Canadian Ski Marathon, including twice completing the 160 km “Coureur de Bois Bronze,” and once the 100 km “Half Marathon”. Recipient of the CSM’s Weber Touring Award Permanent Bib.

Regular entrant in all varieties of events, from local club races, to the the Gatineau Loppet 50km, and Coupe Quebec races. Train weekly with Ski de Fond Montreal race team (mix of masters, younger skiers, and Team Quebec athletes).

Currently training for 2021 Norwegian Birkebeiner (after 2020 was postponed).

Volunteered with various programs/events for Viking and Fondeurs Laurentides clubs.

Work Experience

1995 – present RBC Dominion Securities
Vice-President & Director, Portfolio Manager

- Co-managing partner of a team overseeing ~\$1.7 billion in assets. Provide wealth management services to “high net-worth” families, and charitable foundations.

1993 – 1995 BMO Nesbitt Burns
Investment Representative

1992 Camp Nominique
Senior Staff – Business Manager

Education

1988 – 1992 Queens University, Kingston, Ontario
Bachelor of Arts (Honours), Major in Geography

1994 – 1996 CFA Institute, Chartered Financial Analyst (CFA)

2015 Harvard Business School – Executive Education
Investment Management Workshop

2019 Harvard Kennedy School - Executive Education
Behavioral Finance program

Relevant Volunteer Activities

2018 - present Nordiq Canada

- Member of the Board of Directors
- Chair of the Nordiq Canada Development Fund
- Member of the Finance Committee
- Board lead on the Business Development Committee
- Active Board Ambassador

2011 - 2019 Fast & Female Supporting Women in Sports Foundation

- Member of the Board of Directors for 8 years
- Chair of the Board of Directors for 4 years

2014 – present Lower Canada College

- Director of the LCC Foundation
- Chairman of LCC Foundation Investment Committee
- Member of the Strategic Planning Committee

2014 – present Camp Nominique

- Member of the Camp Advisory Board
- Captain of charity fundraising Dragon Boat Race Team

2010 – present Montreal Children’s Hospital Foundation

- Member of the Leadership Circle Committee (Fundraising)

- | | |
|----------------|---|
| 2007 – present | McGill University <ul style="list-style-type: none"> • Frequent guest lecturer in the Dobson Centre for Entrepreneurship at the Desautels Faculty of Management. |
| 1995 – 2001 | Town of Mount Royal, QC <ul style="list-style-type: none"> • Head Coach: Division C Women’s Hockey Team |
| 2005 – 2010 | St. Nicholas Antiochian Orthodox Church, Montreal, QC <ul style="list-style-type: none"> • Member of Parish Council and former Treasurer • Founding Trustee of St. Nicholas Heritage Fund |
| 2002 – 2007 | University Club of Montreal <ul style="list-style-type: none"> • Member of Council, and Chair of Intermediate Committee |

Relevant Certifications

NCCP Level 1 Coach (License 688906) – Hockey
 Canadian Red Cross: Wilderness & Remote First Aid, CPR Level C, AED

Languages

- | | |
|---------|--|
| English | Fully fluent <ul style="list-style-type: none"> • Very strong writing and public speaking skills. |
| French | Fluent <ul style="list-style-type: none"> • Strong speaking and reading skills • Intermediate writing skills |
| Italian | Intermediate speaking skills <ul style="list-style-type: none"> • Able to carry on simple conversations. |

References

Chandra Crawford
 President, Fast & Female Supporting Women in Sport Foundation
 ccrawford@fastandfemale.com

Frederic Menard
 Event Director, Canadian Ski Marathon
 menardfred@hotmail.com

Grant McKenna
 Past-President, Viking Ski Club, & Executive Director, Camp Nominique Inc.
 grant@nominique.com

Jennifer C. Tomlinson, P.Eng., MBA

69 Glen Ave • Ottawa, Ontario K1S2Z8

Phone: 613.297.2471 • E-Mail: tomlinson@rogers.com

I am a committed and passionate coach, official, athlete and program leader. I have been involved in a number of sports activities and competitive sports since childhood, with soccer and nordic skiing becoming my main focus over time. I am knowledgeable about the high performance system for cross country skiing having been an athlete, a coach and a program leader of the large and successful program at Nakkertok. In 2018 I added being an official to my qualifications, having completed my Level 3 training and embarked on my TD training. I have been on the Nordiq Canada Board of directors for six years and was instrumental in developing the new governance manual, defining the new Ends and revising the Executive Limitations. My efforts in sport have focused on developing good governance, developing coaches at all levels ages and genders, and creating an environment that keeps athletes in the sport and engages the broader community to become part of the skiing community.

Coaching Experience

Cross Country Skiing

1996 to Present

- Nordiq Canada Coaching Official – Level 2 and Level 3
- NCCP – Competition Coach Introduction - T2T (trained)
- NCCP – Competition Coach Introduction - L2T, Community Coach, Level 1 Certified
- Learning Facilitator for ICC, CC and L2T levels
- Evaluator at L2T level
- Part of the coach development team at Nakkertok leading coach development sessions for all L2T coaches for the past three years
- JackRabbit instructor for 11 years, Mud Monster instructor for 7 years, L2T coach for 6 years, T2T coach 1 year
- Currently Coaching T2T athletes - with a focus on technique with the 13/14 year olds
- Part of the Nakkertok wax support team for the Ontario Cup races and Nationals

Soccer

2002 to Present

- NCCP – Community Coach Certified, Learning To Train Certified, Soccer for Life Certified
- Coached for 12 years, U7, U9, U10, U11, U12, U15, U16 competitive Boys and Girls
- Currently coaching Girls U16 Competitive

Program Leadership Experience

Nordiq Canada Board of Directors

June 2014 to Present

Selected to the Board in 2014 I have been the Ch for two years. As Chair I introduced the Board Ambassador program, established Board goals and have been working on continued governance education. I have chaired several Board Committees, including the creation of the Sport structure committee, Education Committee and the Nordic Development Fund. In chaired the Governance committee and led the re-writing of the governance policy. For two years I have led the HR Committee to focus the CEO on the highest priority activities for our NSO. I am passionate about establishing programs that allow ensure our skiers know that they can stay in the sport, progress to their desired level and can grow as individuals.

XCSO Board of Directors

Feb 2015 to Present

For Ontario I act as the High Performance Chair and direct a team of passionate volunteers and staff to develop and deliver the very best HP program for Ontario athletes. We are in the process of aligning our programs with NDC Thunder Bay taking the Program design leadership, offering performance-minded Ontario athletes a clear path for development starting at the age of 14.

Co-Creator Women's Workshop – Nakkertok Ski Club (Volunteer)

Winter 2014/15

Recruiting women to become coaches has been a long-term challenge across all sports. A small team at Nakkertok designed and delivered a new workshop specifically targeted at women who have volunteered in some capacity at Nakkertok – as trip organizers, parent coordinators, Learn to Ski instructors. This 3 hour workshop provided an introduction to race ski coaching in a fun and familiar format. Participants received ski

Jennifer C. Tomlinson, P.Eng., MBA



instruction, an introduction to waxing and a presentation on the importance of female role models for all skiers. A direct result of these workshops is a significantly higher female coaching ratio.

Racing Director – Nakkertok Ski Club (Volunteer)

Jan 2010 to May 2013

Nakkertok is one of the largest ski clubs in Canada with over 1400 members. The Racing Program is the largest in Canada. The Racing Director is responsible for the development and delivery of the program and liaising with the PSO's and the NSO as needed. Activities include: recruiting, hiring and managing the paid coaches, working with these coaches to plan, design and shape each program in alignment with the goals of Nordiq Canada and the LTAD, guiding race trip planning and volunteer recruitment.

As Racing director I initiated the Nakkertok Junior Development Team which was created in 2010 in order to provide a specific program for athletes 18 and over who were not quite ready to go to training centers but needed a more specific program geared to their age and stage of development. This program has evolved and changed every year as the athletes evolve. It is now entering its 8th year and has enjoyed increasing success (and name changes)

Mud Monster Program Creator/ Manager – Nakkertok Ski Club (Volunteer)

Sep 2004 to May 2010

With two others, was part of the team who created the Mud Monster Program at Nakkertok in 2004. This program is designed to engage kids between the ages of 4 and 12 in outdoor activities ranging from strength stations, obstacle courses, orienteering, trail runs, sprints and games engaging them (and their parents) in the sport earlier in the season.

Official Experience

Officials Training

- Level 3 Official completed in 2019, Level 2 in 2018
- Served as Technical Delegate for four Tier 2 events

Race Organizer

2015 to Present

Served as Chief of Competition for several regional races over many years. Recent Chief of Competition positions have included being the originator and leader for the now renowned Candy Cane Cup which last year was a Noram. In addition was the Assitant Chief of Competition for the Canadian Ski Championships in 2019.

Athlete Experience

Volleyball, Triathlon, Softball, Swimming all at the competitive level – with a focus on...

XC Ski Racing – Nakkertok Ski Club and National Capital Division

- Competed Nationally and Provincially for 5 years, Best result 12th at Ski Nationals, 2nd in Ontario

Orienteering – Ottawa Orienteering Club

- Ontario Champion 1984, Canadian Ski Orienteering Champion 1985

Soccer – Calgary Alberta, Kingston Ontario, Ottawa Ontario

Education

1989 B.Eng., Chemical, Royal Military College, Dean's List, Commandant's List

1996 MBA, Queen's University, Dean's List

2010 Masters Certificate, Governance, Ottawa University

Other

- Parent of two former ski racers both competed at the Provincial and National level with several National and Provincial podiums

Sarah Daitch BA, MADR, C.MED

3920 Rue Bannantyne , H4G 1C1 • Montreal, Quebec • Phone: +1 403 609 5234 • E-Mail: sarah@daitchassociates.ca

Professional Profile

As an energetic mediator, facilitator, trainer and researcher from Canada's north, I specialize in public disputes and multi-stakeholder collaborative process on natural resources, sustainable development, social and environmental issues, and sports, at home and abroad. I have eight years' professional experience in dispute resolution including conducting mediation, training, facilitation, conflict prevention initiatives, interest-based negotiation, stakeholder engagement, grievance mechanism design, and participatory policy research in Canada, the US and Europe. I have also supported dispute resolution and sustainable development initiatives in Latin America, Africa and Asia. I hold Canadian and United Kingdom citizenships.

Professional Affiliations

- Chartered Mediator and Member, Alternative Dispute Resolution Institute of Canada
- Member, Mediate BC Civil Dispute Roster
- Member, Mediation Roster, Sports Dispute Resolution Centre of Canada
- Faculty Associate, International Programme on the Management of Sustainability (2016)

Education

University of Victoria, Master of Arts in Dispute Resolution 2013

- Held President's scholarship at the University of Victoria's School of Public Administration, awarded top thesis research award for dispute resolution.
- Recipient of the 2012 Joseph Armand Bombardier Canada Graduate Scholarship, Social Science Research and Humanities Council of Canada, to train the leaders and researchers of tomorrow.
- Institute of Public Administration of Canada National Student Thought Leadership Award, 2013

University of Calgary, Bachelor of Arts with Distinction 2005

- Major in International Relations, minor in Development Studies - focus on international institutions and governance.

Mediate BC – Court Mediation Practicum Program (Vancouver and Victoria, British Columbia)

Sustainable Development Academy – Columbia Center on Sustainable Investment 2017

- Certificate of Proficiency, Distinction: Natural Resources for Sustainable Development Course

Key Experience

Founder / Principal September 2012 - present

Daitch & Associates - Consultancy for third party neutral services

- Daitch & Associates offers professional third party neutral services including mediation, facilitation, training and research <http://www.daitchassociates.ca>

- Specialized in sustainable development, natural resource challenges, and collaborative problem solving for public disputes, we work with governments, non-profits, communities, international organizations, tribal governments and companies to help parties collaborate effectively and navigate disputes constructively. To meet the needs of our clients, we partner with top dispute resolution experts and organizations from several global regions.
- Previous and current clients include: United Nations Development Programme, the Gwich'in Tribal Council, Government of the Northwest Territories, Consensus Building Institute, RESOLVE, Natural Resource Governance Institute, European Institute for Peace, Impact Hub Global, the Sport Dispute Resolution Centre of Canada, amongst others.

Conflict Prevention Consultant & Facilitator, Extractive Industries **July 2017 – present**
United Nations Development Programme

- As a consultant for 2017-2020 to UNDP's Bureau for Policy and Programme Support, support efforts to ensure that natural resource wealth from the extractive industries is used to improve people's lives.
- Consultant on projects for UNDP's Environmental Governance Programme, focussed on sustainable natural resource management, from a human rights and environment perspective.
- On behalf of UNDP's EGP, in partnership with academic institutions, lead a programme and research initiative focussed on community based mining monitoring committees Latin America, to support the committees' efforts to prevent environmental impacts and provide dialogue space to prevent conflict with mining companies. Lead and implemented the design of a south-south peer workshop for committee members and NGOs from Panama, Peru, Argentina and Bolivia in October 2018. Project Publication: [Participatory Environmental Monitoring Committees in Mining Contexts](#)
- On behalf of UNDP's EGP, in partnership with the Intergovernmental Forum for Mining, designed and facilitated a workshop for 100 delegates from emerging producer mining ministries and NGOs, to consider how policy tools can address gender gaps from mining in developing countries, as a step towards creating training tools for governments.
- Created and curated a number of resources for UNDP and partners on conflict prevention in the mining, oil and gas sectors: [a conflict and extractives resource library](#)
 - Co-authored a 2018 UNDP and CIRDI Report: [The Role of Host Governments in Enabling or Preventing Conflict Associated With Mining](#)
 - Developed [content and webinars for the 2017-2018 GOXI Learning Series](#) on environmental governance and socio environmental conflict in the extractive sector
 - Co-created two guest lectures on behalf of UNDP for a [UN Environment led Massive Online Open Course](#) (8,200 participants) on Environmental Security and Peacebuilding

Project Consultant **February 2019 – present**
Gwich'in Tribal Council

- Established in 1992, the Gwich'in Tribal Council (GTC) is an Indigenous organization that represents Gwich'in participants in the Mackenzie-Delta of the Northwest Territories and across Canada.
- As consultant to the GTC, our team collaborated on two policy deliverables, using a

participatory process with community leadership from four Gwich'in communities:

- Facilitated the process to develop, and draft the *GTC's Mining and Minerals Strategy* – as a tool to raise awareness amongst industry and potential proponents regarding the GTC's approach towards mining development, setting appropriate expectations for future proponents (2019);
- Facilitated the process to develop, and draft the *Gwich'in Communities Infrastructure Strategy*, as a tool to towards prioritizing, obtaining funding for and filling significant infrastructure gaps, and using funds to enable community leadership and governance bodies to most effectively meet the needs of Gwich'in Participants, towards achieving community well being (2020).

Program Manager

September 2015 – July 2016

ACCESS Facility

- ACCESS Facility is an international multi-stakeholder platform helping companies, communities and governments find better ways of working together to prevent and resolve conflict, based in The Hague, the Netherlands.
- Collaborated with partners to initiate and deliver training on company-community problem solving skills, including a pilot of a multi-stakeholder dialogue training in Colombia.
- As part of an international team of mediators, advised mining companies in Brazil on the design of a dispute resolution system and ombudsbody as part of a crisis response; facilitated pre training assessment to co-design the workshop.
- Provided lectures and training for mediation organizations, the International Accountability Mechanism network of development financial institutions, and at the UN Forum for Business and Human Rights, on preventing and resolving conflict between companies and communities.

Project Consultant

June 2015 – April 2016

Consensus Building Institute

- The Consensus Building Institute (CBI) empowers leaders around the world to collaborate, negotiate, and resolve conflict (<http://www.cbuilt.org>).
- Consulted for CBI on a project, under managing director Patrick Field, to understand how the Extractive Industry Transparency Initiative can be a tool for Indigenous organizations globally towards good governance and participation in decision making for natural resources, co-authored the resulting report.

Mediator / Project Consultant

November 2014 – March 2015

RESOLVE

- Consultant for independent non-profit, RESOLVE, on projects addressing conflict and collaboration in natural resources.
- Co-facilitated a multi-stakeholder dialogue process, involving thought leaders from industry, indigenous organizations, academia and NGOs to examine watershed and mining governance following the Mt. Polley mine tailings spill in British Columbia.
- Mobilized strategy and research for RESOLVE's Free Prior and Informed Consent initiative.

Additional Experience

Mediator

May 2017 – present

Sports Dispute Resolution Centre of Canada

- Roster mediator for sports disputes at the national level in Canada, commenced three-year term in 2017; have provided mediation services for multiple national sport organizations.

Mediator / Adjudicator

September 2013 – present

Sport and Law Strategy Group

- Participate in dispute resolution panels to resolve complaints in Canadian sport organizations.
- Panels result in decisions on how to resolve conflicts, in accordance with the policies of the sport organization. The agreements aim to improve organizations' conflict resolution capacity.

Workshop Design Consultant & Facilitator

February 2017 – May 2017

Impact Hub Vienna & Impact Hub Global

- Co-designed workshops for hosted by Impact Hub Vienna, an organization made up of social businesses addressing challenges both locally and globally.
- With a facilitation team, co-designed and facilitated a multi-day international gathering for 150 social and environmental change makers for Impact Hub Global, in Berlin, Germany.

Dispute Resolution Research Consultant

July-September 2016

Peace Nexus

To support efforts towards a mediation facility for company-community disputes in Myanmar, authored a background paper for Myanmar workshop participants. The paper introduced collaborative problem solving for company-community challenges.

Program Consultant / Negotiator

June 2014 – September 2015

Government of the Northwest Territories, Health and Social Services

- Lead the Department's multi party negotiations with five agencies in the Government of Alberta, towards collaborating on the territory's first organ and tissue donor registry. Managed this project and its budget, securing a preliminary financial agreement between the parties.
- Managed the Department's organ and tissue public education project, and budget for a multi-media, cross cultural social marketing campaign designed to promote organ donation.

Program Consultant / Facilitator

August 2014 – September 2014

Natural Resource Governance Institute (formerly Revenue Watch)

- Worked on NRG's "Building Capacity for Strengthened Transparency and Accountability with Regard to Minerals and Oil in Mongolia" Project.
- Developed and delivered training sessions for a study tour delegation of Mongolian Members of Parliament learning from Canadian experiences with managing oil, gas and mineral resources.

Action Canada Fellow

May 2013 – May 2014

Action Canada

- Action Canada is Canada's première national fellowship program for outstanding young leaders; 17 promising young Canadian professionals are selected each year.

- Undertook a team public policy initiative on how extractive revenues can improve citizen well being in Canada's North, through good governance of a natural resource wealth fund. This included facilitating roundtables with government, legislators and indigenous organizations.
- Mobilization of findings and dialogue facilitation involved NWT Members of the Legislative Assembly, the Department of Finance, and the public, to inform fund governance.

Research & Program Evaluation Consultant

Sept. 2012 – June 2014

Government of the Northwest Territories and Nunavut, Departments of Education

- Led a collaborative evaluation to assess the extent to which a new peace building education curriculum on the difficult history of assimilation policies and residential schools in Canada can nurture critical thinking, reconciliation and civic engagement amongst high school students.
- Managed the project; facilitated focus groups amongst 200 students and teachers in eight regions across two territories, analyzed data and findings.
- Findings informed government decision makers, shaping the teaching and learning materials for a 10-year reconciliation based curriculum for all grade 10 students in the NWT and Nunavut.

Mediator

October 2012 – April 2013

Mediate British Columbia Small Claims Court

- Co-mediated cases in designated provincial court small claims registries in British Columbia.
- Mediations resulted in agreements - parties elect to avoid continuing to provincial court trial.

Junior Evaluation Analyst

2012

Aboriginal Affairs and Northern Development Canada, Government of Canada

- Published a discussion paper on capacity building evaluation methods and community based research; prepared a framework for gender-based analysis of the impact of self-government.

Leadership Trainer, Fund Developer, Program Developer

2009-2012

Fast and Female Supporting Women in Sport

- Developed and facilitated a national leadership development training program for youth.
- Founded, fund developed and managed a leadership development project over three years, the Northern Youth Empowerment Program for Indigenous youth; led and facilitated the program.

Canadian National Cross Country Ski Team Athlete

2005 – 2010

- Represented Canada internationally in ten countries, including 2008 World Cup tour, 2007 Nordic World Championships in Japan; 2003 Under 23 Worlds and 1999 World Juniors.
- Overall 2006-2007 Canadian Sprint Series Champion; 19th place in 2008 World Cup.
- 8-time winner of the Mary Beth Miller Award for NWT Senior Female Athlete of the Year.
- 2016 Inductee into NWT Sport Hall of Fame.

Volunteer Initiatives & Select Publications

- Awarded Queen Elizabeth II Diamond Jubilee Medal, for achievement by Canadians (2013).
- Provided interactive goal setting presentations to twenty organizations for Motivate Canada;

- Volunteer member of Mediators Beyond Borders with the Sierra Leone Project team, focused on empowering civil society leaders with conflict transformation and facilitation training.
- Elected as volunteer director on Nordiq Canada's Board of Directors, June 2018 - present (national sport governing body for cross country skiing in Canada).
- Publications: in *National Post*, "Exposing the Dark Legacy of Residential Schools" Jan. 20th, 2014.
- Publication, "A Question of Future Prosperity: Transforming Natural Resource Wealth into Citizen Well Being Through the NWT Heritage Fund" November 1, 2014, *Arctic Yearbook 2014*.

References Available Upon Request