



EVOLVE UPDATE: Project Outcomes

EVOLVE Culture Change Initiative

Come Again? What's EVOLVE???

“Our innovative project focused on shifting the culture of artistic swimming in BC to create a healthier space for children and youth to grow up, for people to swim, work, and volunteer, and one that is collaborative, inclusive, and self-reflective.”

RaeAnne Rose, President
BC Artistic Swimming
circa 2019



EVOLVE Culture Change Initiative

How did EVOLVE impact me?

BCAS asked our members, including BCAS Board and Staff, to be open to:

- sharing challenges, insights, and wisdom
- reflecting on our individual role in the current climate
- personal change
- recognizing that each of us has something to offer to help us to be better
- thoughtfully communicating with each other
- working with our team of experts

EVOLVE Culture Change Initiative



Geoff Ayi-Bonte
New History Consulting



Nadia Kyba
Now What Facilitation



Diane Culver
University of Ottawa

EVOLVE Culture Change Initiative

Focused development of skills and resources – BCAS, Clubs, Coaches

Foundation Organizational Development – BCAS + Clubs
Helping organizations lead

Intervention Interpersonal Communications
Conflict Management + Communications

Growth Coaching Development
New coaching strategies + Advance Coach Project

Prevention & Environment Safe Sport | The Organizations We Want To Be
Ability to self-monitor, increase inclusivity

Sharing Project Communications, Shared Learning
Marketing – Blog, Branding, Showcasing Artistic Swimming in BC

Impact Measurement Project Evaluation – U of Ottawa

EVOLVE: Foundation Outcomes

BC Artistic Swimming

Foundation

Organizational Development

Re-envision Artistic Swimming in BC

- Mission, Vision, Values, Declaration
- New Strategic Plan

Stakeholder Mapping

- Who are the culture influencers? What influence do they have?

System Tools – BCAS’ capacity to develop and implement effective policies

- Alignment with funders and partners
- Leading and decision-making alignment

Conduct Policy Suite

- Overhaul to ensure alignment with CAS, viaSport, UCCMS
- Reworked Discipline & Complaints Policies

LGBTQI2S Readiness and Accessibility Audit

- Resulting workplan and strategies to increase accessibility and inclusion
- Adaptive Artistic Swimming Committee → EDI Committee
- Policy Review with EDI lens
- Adopt new CAS EDI Policy
- New Trans Inclusion Policy & Consultation

EVOLVE: Foundation Outcomes

BC Artistic Swimming

Foundation

Organizational Development

Governance Workshop

- Good governance training
- Management by values and through ethical lens

Communications Workshop

- Align personal and organizational values and created behaviour guidelines
- BCAS Board Communications Agreement

Coach Advance Working Sessions

- Shared 'Discovery' Findings of HP Culture Surveys and interviews
- Strategies to support more effective organizational behaviours
- Prepare for succession, support members, build relationships through improved external interactions
- Decision-Making and Communications Matrices – to be published

True Sport Activation Workshop

- Engagement Strategies for BCAS, clubs, coaches, parents, athletes, official, other PTSOs

EVOLVE: Foundation Outcomes

Clubs

Foundation

Organizational Development

Re-envision Artistic Swimming in BC

- Mission, Vision, Values, Declaration
- New Strategic Plan Engagement

True Sport Engagement

- Sessions – June 2020, June 2021
- Brand Awareness

Welcome to EVOLVE

- April 30, 2020

Presidents' Meeting

- One-to-One – May-June 2020
- Insurance Meeting – July 2020
- Club Operations Meeting – June 2021 + phase implementation

Registration Webinars

- Club + Coach – September 2020

Return to Sport Webinars & Training

- So many....so much...

EVOLVE: Intervention Outcomes

BCAS, Clubs & Coaches

Intervention

Interpersonal Communications

Intro to Conflict Management – June 2020

- Why it is important to consider conflict management in sport?
- 3-Step Approach to Anticipate, Recognize, Address & Prevent Conflict
- 4 Stages of Team Development, Conflict Styles, Circle of Inference, Tricky Conversations, Team Guidelines

Managing Conflict for Success – October 2020

- Deep dive into Recognize, Address & Prevent for team success
- Team development and moving forward when issues arise
- Tangible group guidelines

Advance Coach Discovery – Fall 2020

- Surveys and interviews with NS Club Presidents and Coaches to assess the HP culture
- Presentation of Discovery findings to NS Coaches

EVOLVE: Intervention Outcomes

BCAS, Clubs & Coaches

Intervention
Interpersonal Communications

BCAS Comms Workshop – February 2021

- Align personal and organizational values and created behaviour guidelines
- BCAS Board Communications Agreement [Graphic]
- BCAS Communications & Decision-Making Matrices

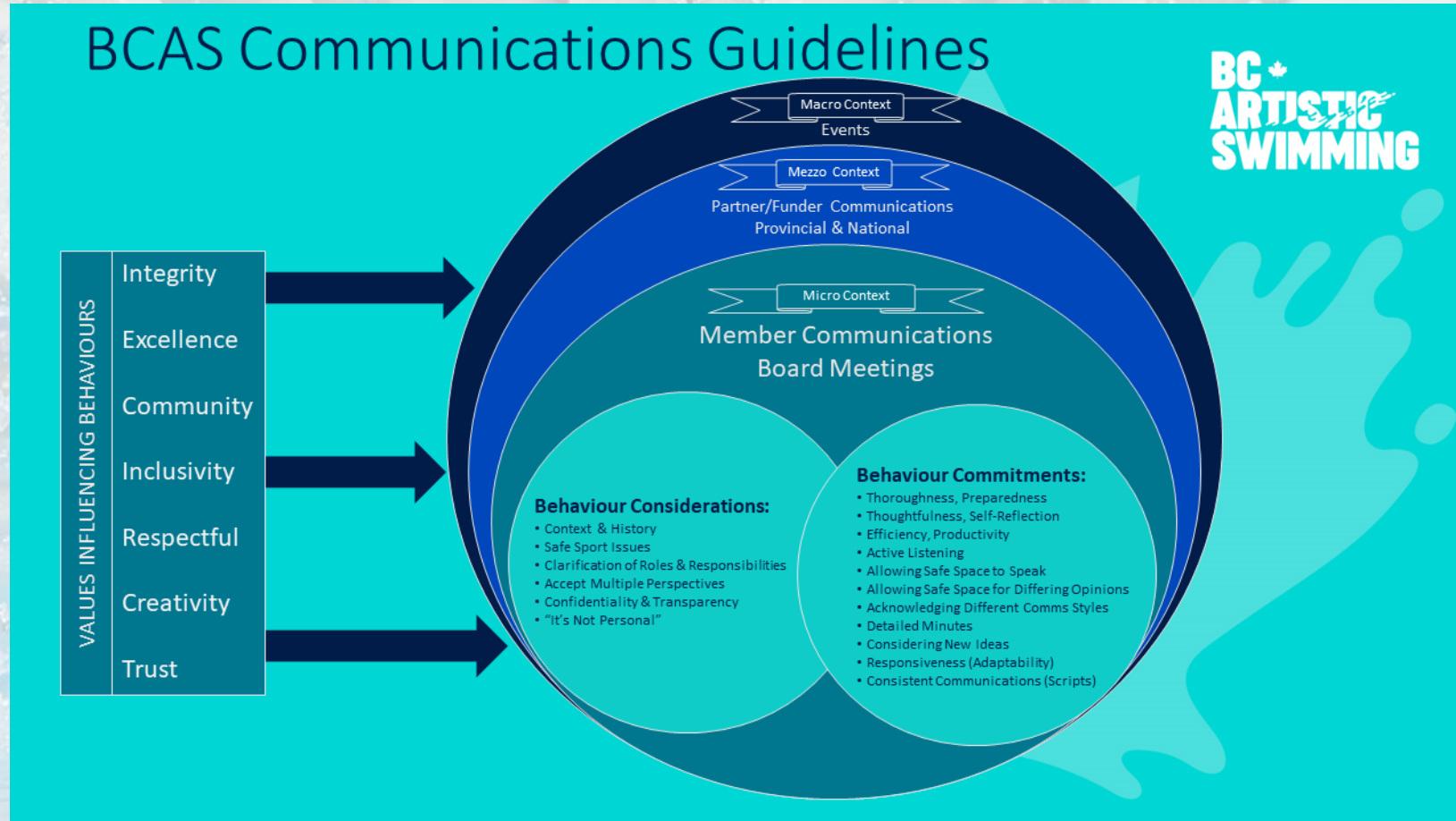
Club Pilots – March-September 2021

- Club-specific workshops, consultations, strategies
- 6-months guided support
- Nanaimo Diamonds, BC Aquasonics, Caprice Artistic Swimming

Provincial Communications Agreement – June 2021

- After the Break
- Outcome to be publish ASAP

EVOLVE: Intervention Outcomes



EVOLVE: Intervention Outcomes

BCAS, Clubs & Coaches

Intervention
Interpersonal Communications

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- BCAS Communications & Decision-Making Matrices

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EVOLVE: Growth Outcomes

Coaches

Growth

Coach Development

True Sport Engagement

- Sessions – June 2020, June 2021
- Brand Awareness

Intro to Growth Mindset – May 2020

- Overview of Growth Mindset and applying the approach in coaching

The HOW: Practical Application of Growth Mindset in Everyday Coaching – May 2020

- Using descriptive feedback and applying WHAT, WHY, HOW when assessing technical skills, athlete competencies, and coach capacity.

Empowering Youth in Mental Health Preparedness – May 2020

- Presented by Laura Farres, Mind in Motion

The HOW Coaches Working Group – June 2020-present

- Unintended outcomes with 200+ coaches around the world
- Coaches committed to athlete-first coaching, mindful personal development, and creating authentic learning environments

AquaGO! Instructor Training – June 2020-present

EVOLVE: Growth Outcomes

Coaches

Growth

Coach Development

Re-Imagine 2020 – October 2020

Re-Imagining Artistic Swimming in BC

– a sport leader, an athlete, a coach, and an official reflect on what artistic swimming can be

The HOW: Active Mobility

– guiding coaches on athlete progression from intro to advanced levels

Growth Mindset & Positive Coaching Strategies

– Diverse panel explored implementing growth mindset and positive coaching strategies to create the conditions for a safe and positive sport experience in which athletes thrive

The HOW: Active Flexibility

– guiding coaches on athlete progression in flexibility from figure training, adding resistance and progressing from basic positions to speed of movement exercises

Growth Mindset Working Group – April 2020-ongoing

– Using a guided peer-sharing model, coaches working collaboratively to activate growth mindset principles into their daily coaching environment

EVOLVE: Growth Outcomes

Coaches

Growth

Coach Development

Advance Coach: Discovery, Findings & Next Steps – Fall 2020-ongoing

- Surveys and interviews with NS Club Presidents and Coaches to assess the HP culture
- Presentation of Discovery findings to NS Coaches

HP Coach Mentorship Program – to come

- Identifying and guiding the next generation of HP coaches in BC

Aspirational Coach Modelling – to come

- Athletes and coaches characterize the ‘ideal’ coach
- Commitment to modelling

Dream BIG. Start Small. with Biz Price – May 2021

- Gold Medal Profile – What does it take to reach provincial, national, and international podiums?

Ignite Virtual Training Professional Development – January-April 2021

- Strength & Conditioning Training x2
- Flexibility & Mobility x2

Coach Development Pathway Session – June 2021

EVOLVE: Prevention & Environment

All

Prevention & Environment

Safe Sport | The Organization We Want

Safe Sport Program Presentation – June 2020 + June 2021

– Overview of changes, updates, webpage content

Safe Sport Resource Page – March 2020

– Centralized resource page for all safe sport resources

Water Safety & Shallow Water Blackout Training – June 2020

– BC LifeSaving Society-led webinar about SWB and safe training practices

Return to Artistic Swimming – July 2020-present

– BCAS-led training on RTAS Guidelines

– BC LifeSaveing Society e-learning

– Club Safety Plans

– Waivers, Attestations, Tests

INtro to INclusion - October 2020

– Intro to EDI, why work is needed, key terms, what to consider and how to plan for creating safe spaces in sport.

EVOLVE: Prevention & Environment

All

Prevention & Environment
Safe Sport | The Organization We Want

Breath Control Training – November 2020

– Training on scientifically proven techniques to maximize sport performance safely, effectively

True Sport Working Group – February 2021

– By-product of TS Activation Workshop to identify priorities/timelines and activate strategies

Equity, Diversity & Inclusion Committee – ongoing

– Formerly AAS, changed to support effort to create safe, welcoming, positive space for all

Trans Inclusion Policy & Consultations – ongoing

– Consulting with trans community to understand real-world application

Commit to Kids Training – Fall 2020

– Canadian Centre for Child Protection training on sexual abuse and maltreatment of children and youth

Conduct Policy Renewal - ongoing

– Review of policy to align with CAS and organizational needs

EVOLVE: Prevention & Environment

All

Prevention & Environment

Safe Sport | The Organization We Want

Inclusive Leadership Webinar – October 2021

– Follow up to INtro to INclusion considering how to manage and deliver sport through EDI lens

Mandatory Concussion Policy Training – Fall 2021

– Coach training on

Coach Certification Standards – ongoing

– minimum standards to be a registered coach in BC

New Complaints Reporting Process – Fall 2021

– PTSO and CAS partnership

Membership Operations / Club Operation – phased implementation

– Club Presidents' Meeting – June 14

EVOLVE: Sharing

All

Sharing

Shared Learnings | Marketing

Welcome to EVOLVE Presentations

Re-Imagine 2020: Re-Imagining Artistic Swimming In BC

Growth Mindset Working Group

- Participating Coach Interaction and Network
- Peer-Sharing – June 2021

BCAS Brand Awareness

BCAS Competition Etiquette Infographic/Banner

True Sport Branding

Mind Shift Blog – to come

Club Communications Pilot Peer-Sharing

EVOLVE Outcomes Presentation

BCAS Board + Provincial Communications Agreements

EVOLVE: Impact Measurement

All

Impact Measurement

Project Evaluation

Pre-EVOLVE Intervention Surveys
– Analysis & Findings Report

Series of Activations

Evaluation Interviews

– BCAS Board
– BCAS Staff

– Cross-section of members – coaches, club executives, officials

Post-EVOLVE Intervention Surveys

Ottawa U Final Report – August 15 2021

Sport Canada Final Report – August 31 2021

Presentation to Members – October 2021

PHOTO TEAM

EVOLVE Culture Change Initiative

What's Next?

- Distribute Honoraria
- Continue the momentum
 - RISE UP
 - Club Development Series
 - 2021 Annual Summit – Building Resiliency
 - Continue to Activate Strategic Plan
 - Partnerships: BC Sport Sector + Canada Artistic Swimming Community

Club Development Series

- Human Resources & Employment Standards *
- Artistic Swimming Affordability *
- Governance *Club Operations
- Financial Management & Budgeting *
- Strategic Planning ✓
- Policies & Procedures ✓
- Fundraising
- Complaints & Conflict Management ✓
- Communications ✓
- Safe Sport Strategies ✓

- AquaGO! ✓
- Creating Meaningful & Sustainable Programs
- Employment & Volunteer Screening *
- Registration Systems & Management ✓
- Coach Development Pathway & Certification ✓
- Concussion Management & Protocols *
- Competitions
- Rule of Two
- True Sport ✓ *
- Creating Safe & Inclusive Spaces *
- Respect in Sport ✓



BUILDING RESILIENCY

June 14 – Club Presidents: Club Operations Policy

July-August – Advance Coach + Ignite Program

September – Registration Webinars – Coaches + Admin

September – Concussion Management Training

October – Annual Summit

ONGOING:

- Quarterly Club Presidents Meeting + Club Management
- Ongoing Coach Professional Development
- Purposeful Officials Professional Development

Questions

