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To: ["Direct to Mayor and Council - DL"](#)

Date: 10/20/2021 9:09:37 AM

Subject: [Invitation: Women4Climate Mentorship Program Event - November 10, 2021](#)

Attachments: PDS - SUS - W4C - Participant Package - 2021.PDF

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Dear Mayor and Council,

We are pleased to invite you to meet the third cohort of C40 Women4Climate (W4C) Program participants at a special online event on November 10<sup>th</sup> from 1-3pm.

Please RSVP to Jennifer Wahl ([Jennifer.Wahl@vancouver.ca](mailto:Jennifer.Wahl@vancouver.ca)) by November 3.

Timing	Agenda	Description
1:00-1:15pm	Welcome with introduction to program and partners	Formal programming with our C40 partner.
1:15-2:50pm	Mini-1X1 meetings (includes a short break)	Mayor and Council to meet individually with 2021 W4C participants.
2:50pm-3pm	Closing	Reflections offered from Mayor and Council.

Background: The [W4C program](#) aims to advance bold, local climate action in alignment with Vancouver's Climate Emergency Action Plan.

This program contributes to the next generation of climate leaders through a mentorship program dedicated to women working to create a healthier, greener, more resilient, and economically prosperous urban future through climate action. Over the 10-month mentorship period, mentors share their knowledge, experiences, and support the mentees to develop their leadership skills while advancing their climate initiatives. The W4C participant guide has been attached to provide more information about the program and share the profiles of the 2021 participants (pages 9-36).

Best,  
Paul

**Paul Mochrie** (he/him)  
City Manager  
City of Vancouver  
[paul.mochrie@vancouver.ca](mailto:paul.mochrie@vancouver.ca)



The City of Vancouver acknowledges that it is situated on the unceded traditional territories of the x<sup>w</sup>məθk<sup>w</sup>əyəm (Musqueam), Skwxwú7mesh (Squamish), and səliłwətał (Tsleil-Waututh) Nations.

# WOMEN4CLIMATE

## MENTORSHIP PROGRAM

### **PARTICIPANT PACKAGE**

Learn a bit more about the program and get to know the inspirational women embarking on this important climate initiative with you.

# WHICH WOMEN INSPIRED YOU TO GET INVOLVED IN CLIMATE WORK?



"The climate crisis is upon us. **We need bold leadership throughout society to avoid catastrophic climate change.** Vancouver has a plan to cut our emissions in half by 2030. Recognizing we can't get there alone, we're pleased to support emerging climate leaders through the Women4Climate Mentorship Program."

**KENNEDY STEWART**

MAYOR, CITY OF VANCOUVER



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# MATCHING COMMITTED LEADERS WITH EMERGING FEMALE LEADERS



## WELCOME!

Welcome and congratulations on joining Vancouver's third Women4Climate cohort! This year, Vancouver's W4C Program received a total of 36 applications from passionate women, and on March 22 an eight-person jury selected 12 mentees based on the close alignment between their initiatives and the City's Climate Emergency Action Plan.

The W4C program contributes to the emergence of the next generation of climate leaders through a mentorship program which matches leaders from the business community as well as international and community organizations with emerging women leaders. It also offers mentees opportunities to network locally and globally, skills training, and access to C40 experts.

Throughout this program package, you'll find background information about the W4C Mentorship Program, training opportunities, project descriptions and biographies from your fellow mentees and mentors, as well as a mentoring guide.

## THIS PROGRAM IS DEDICATED TO YOUNG WOMEN

The C40 Women4Climate Mentorship Program matches committed leaders from the business sector, international organizations and civil society with emerging women leaders. Mentors share their knowledge and experiences, supporting the mentees to become powerful leaders in their chosen field, including politics, NGOs, business, media, and community groups.

Since the launch of the Women4Climate initiative in 2017, there is a growing number of cities that have launched or will soon launch their own Women4Climate Mentorship Program in order to empower the next generation of climate leaders.

In 2021, Vancouver's W4C mentorship program will support 12 mentees (including one pair) supported by 11 mentors. Visit pages 9 to 33 to learn more about the mentees and their projects and the wonderful mentors who are supporting them. Here's what some of the mentees and mentors from the 2020 cohort have to say about the program:



*"My participation in the Women4Climate program had a huge influence on my career and my organization's climate action and sustainability work. My mentor was experienced, knowledgeable, and supportive, and helped me to set a climate action and sustainability strategy into motion, which included transitioning into a full-time position leading this work."* Coral Buitenhuis, 2020 W4C mentee

*"Having a mentor who works in the same niche climate sector as I do provided a rare opportunity for me to work through complex problems with her given her tacit understanding of the complexities and subtleties of the industry. My mentor provided invaluable knowledge and experience in the process."* Yasmin Abraham, 2020 W4C mentee

*"I learned a lot myself through the W4C program as a mentor. It's a wonderful community to get to be a part of. And all of us at the David Suzuki Foundation were very excited to work with my mentee on her project."* Sherry Yano, 2020 W4Cmentor

*"I was so energized by the discussions I had with my mentee and I hope to continue our conversations and stay in touch with her after the formal program closes."* Christianne Wilhelmson, 2020 W4Cmentor





# CONTEXT

## VANCOUVER'S CLIMATE EMERGENCY ACTION PLAN

In November 2020, Vancouver City Council approved the Climate Emergency Action Plan, an ambitious yet credible plan to cut locally generated carbon pollution in half by 2030. To get there, the plan contains actions to ensure:

- 90% of people living within an easy walk or roll of their daily needs
- Two-thirds of trips in Vancouver to be by active transportation and transit
- 50% of the km driven on Vancouver's roads to be by zero emission vehicles
- Carbon pollution from buildings is half what it was in 2007
- 40% less embodied emissions from new buildings and construction projects compared to 2018
- Natural carbon sequestration (Target under development)

Women4Climate mentorship program supports women-led initiatives that are well aligned with the Climate Emergency Action Plan, have a measurable impact on climate change mitigation, as well as prioritize putting disproportionately impacted communities at the heart of climate action and ensure just and inclusive outcomes for residents. Read the Climate Emergency Action Plan Summary [here](#).

## W4C PROGRAM OVERVIEW

The [C40 Women4Climate Mentorship Program](#) contributes to the emergence of the next generation of climate leaders by sharing knowledge and experiences through an ambitious mentorship program dedicated to women in cities. In 2019, Vancouver was the eighth city to launch a local W4C program. It is currently in 16 cities worldwide.

During the 10-month program, Women4Climate mentees commit to the following:

- To meet an assigned mentor for minimum 1 hour per month (in person or virtually) from April 2021 to January 2022
- Attend 2-3 Vancouver-hosted W4C events including orientation on April 15th, plus 1-2 additional online networking opportunities (likely August and December)
- Attend at least 70% of the C40-hosted monthly remote training sessions (2h-3h per session).

Upon successful completion of these requirements, mentees will be awarded a certificate of completion for the Women4Climate Mentorship Program in January 2022.



# PROGRAM OPPORTUNITIES

## MONTHLY TRAINING

The Women4Climate Remote Training program aims to develop skills as leaders and build their individual and communal resilience. The program seeks to equip mentees with relevant tools to address current and future challenges and inspire deeper engagement in inclusive climate action.

Every six months, a new training program is designed to address the needs of mentees joining the Women4Climate program. The current training plan is available [here](#). A survey will be conducted in June to understand the needs of your cohort! You are required to attend 70% of monthly training sessions throughout the program to receive a certificate of completion.

## MONTHLY WEBINARS

Mentees are also invited to attend monthly peer-to-peer webinars where Women4Climate from different cities present their projects to create a networking environment to build their GLOBAL contacts, learn about each other's projects, share their achievements and ideas for improvements. Mentees are encouraged to contact the Women4Climate team if they wish to present their project during a themed session.

Mentees might be invited to present if their project is aligned with the session's theme. In April, we will look at active transportation, while in May we will focus on campaigning and advocacy. More to follow!

## C40 WOMEN4CLIMATE KNOWLEDGE HUB

This Knowledge Hub private page is a one-stop platform for all Women4Climate resources. It serves as a repository of all the training materials produced and hosts recordings of the monthly Women4Climate Webinars. You will also find here the cutting-edge research on the nexus between gender and climate action. Mentees and mentors will receive an invitation to register once they join the program.

## C40 EXPERTS ACCESS

C40 offers you the opportunity to consult relevant technical experts working towards achieving the C40 Declarations: Net Zero Carbon Buildings, Advancing Towards Zero Waste, Green & Healthy Streets, Good Food Cities, Clean Air Cities, Divest/Invest and the Equity Pledge. You will be able to submit a request to consult one of the experts in a field relevant to your project. A link to a note of interest form will be available to you through one of the monthly Women4Climate E-Digest (please see the January edition [here](#)).

# ONGOING PROGRAM SUPPORT

## C40 CITIES COMMUNICATIONS

C40 will be in contact with all mentees and mentors throughout the 10-month program. They will run quarterly program surveys and will send invitations to monthly international webinars, trainings, and associated activities. Opportunities for participation will be sent directly to the mentees' personal e-mails. Stay tuned for more information! The first survey will come out in late spring 2021.

For queries related to C40's knowledge hub, training opportunities, webinars, or C40 experts contact: Marta Stencel, Women4Climate Community Manager: [mstencel@c40.org](mailto:mstencel@c40.org) and cc: [women4climate@c40.org](mailto:women4climate@c40.org).

## ZEBX COMMUNICATIONS

Gordon Patrick Newell from ZEBx will be your point of contact for any questions you have related to local Women4Climate events, questions about mentee/mentor relationships, local W4C promotions, or general questions about the program that are not specific to C40 offerings. Please email [gordon@zebx.org](mailto:gordon@zebx.org).

## CITY OF VANCOUVER COMMUNICATIONS

Do not hesitate to reach out to Jennifer Wahl with all remaining questions. She can be reached by email at [jennifer.wahl@vancouver.ca](mailto:jennifer.wahl@vancouver.ca).



# PROGRAM PARTNERS

## C40 CITIES

C40 Cities connects more than 90 of the world's greatest cities to take bold climate action, leading the way towards a healthier and more sustainable future. Representing 700+ million citizens and one quarter of the global economy, mayors of the C40 cities are committed to delivering on the most ambitious goals of the Paris Agreement at the local level, as well as to cleaning the air we breathe.

The current chair of C40 is Mayor of Paris Anne Hidalgo; and three-term Mayor of Los Angeles, Eric Garcetti serves as President of the Board. C40's work is made possible by its three strategic funders: Bloomberg Philanthropies, Children's Investment Fund Foundation (CIFF), and Realdania.

## CITY OF VANCOUVER

The City of Vancouver, a coastal, seaport city on the mainland of British Columbia, is the largest city in British Columbia, and the eighth largest municipality in Canada.

Vancouver has a long history of taking climate action. On November 17, 2020, Vancouver City Council approved the Climate Emergency Action Plan, which puts Vancouver on track to reduce our carbon pollution by 50% by 2030, in alignment with the findings of the United Nations Intergovernmental Panel on Climate Change to limit global warming to 1.5°C. The City is also planning for the future impacts of climate change through the Climate Adaptation Strategy.

## ZEBX

ZEBx is a collaborative platform that strengthens the public, private and civic capacities for zero emission buildings. In 2016, the City of Vancouver released its Zero Emissions Buildings Plan, which requires most new buildings to be near zero emissions by 2025 and all new buildings to be zero emissions by 2030. In 2017, British Columbia released the BC Energy Step Code, which sets the path for all new buildings to be net zero ready by 2032.

ZEBx is dedicated to supporting the industry through this transition, acting as a catalyst and central hub that facilitates knowledge exchange to transform the entire design and construction value chain towards cost-effective, attractive zero emission buildings.



# THE MENTEES AT A GLANCE

**Gaby Baasch & Renee Proulx**

Vancouver CityPlan GIS Support:  
Walkability, Access and Growth Modelling

**Anna Bohn**

Lighter Footprint App

**Nidah Dara**

Gender Inclusion in Rapid Transit Facility Design

**Sarah Drewery**

The Sharing Farm

**Isabel Garcia**

Living Streets

**Kate Hosford**

Connecting Transport and Climate Justice

**Naomi Leung**

Climate Education Reform BC

**Inger Miller**

CleanBC Go Electric EV Charger Rebate Program

**Kate Shen**

Bike to Work Week

**Rita Steele**

The BIPOC Sustainability Collective

**Sara Turner**

Deconstruct the City

## WOMEN4CLIMATE VANCOUVER

GABY BAASCH &  
RENEE PROULX

MENTORED BY: JOSEPHINE CLARK



### VANCOUVER CITYPLAN GIS SUPPORT: WALKABILITY, ACCESS AND GROWTH MODELLING

#### About the Project

Our project is being conducted with the company Licker Geospatial Consulting Co. (LGeo), a small team of seven that uses data and GIS to support healthy and sustainable communities. At LGeo we work on many sustainability and equity projects including: retrofit analysis, electricity demand forecasting, carbon neutral scenario modelling, Climate Change risk modelling and 2050 equity and resiliency modelling.

We are excited to be working with a Women4Climate mentor as we tackle all of these diverse initiatives, but the project that will be our focus is one that analyzes daily needs access and provisions for the City of Vancouver in support of the CityPlan Process. In this project we are identifying areas of the city that lack access to daily needs (such as retailing, schools and parks), and modelling how these gaps could be addressed through densification, rezoning, service improvements and other policy related scenarios. To this end, we are developing assessment tools at numerous geographic scales. The result of this project will be usable data to support and inform policy decision making related to the goal of most residents living within an easy walk of their daily needs, resulting in lower VKT and emissions within our city.

Read more about Gaby and Renee on the next page!

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mentees



## WOMEN4CLIMATE VANCOUVER

### GABY BAASCH & RENEE PROULX

MENTORED BY: JOSEPHINE CLARK



#### About Gaby

I am a Software Developer and a Data Analyst who is passionate about the application of big data to sustainable policy and decision making, and I have built my career around this ideal.

After 5 years of honing my skills as a developer at various startups in Vancouver, I completed a MASc in Civil Engineering so that I could work directly on climate mitigation. In this degree I developed a unique interdisciplinary perspective as I researched the use of machine learning to target buildings for energy efficiency upgrades. Since graduating in January I have joined LGeo as a programmer and Data Scientist. At this company I use Python and R to process large amounts of spatial information, to build computational models, and to perform statistical analysis that informs and guides decision makers. In my spare time you can find me enjoying a good book, biking around the city, or camping and hiking out in the mountains.

#### About Renee

As a GIS analyst, I love to explore how everything relates to place. I believe that GIS is a powerful tool for mitigating and addressing climate change. I am passionate about applying my knowledge to produce meaningful data and problem-solving solutions. I studied Geography and GIS at UBC and BCIT, giving me a strong foundation in both the theoretical and technical applications of my studies. I worked in environmental consulting for 4 years prior to joining LGeo, an urban planning related GIS consultancy.



I continue to be excited about how GIS can answer complex questions about our lived environment, and how I can contribute meaningfully to sustainable and climate focused growth. In my off-time, I can be found trail running in the local mountains, upcycling old furniture, or perfecting my pretzel recipe.

# 2021 mentees



## WOMEN4CLIMATE VANCOUVER

ANNA BOHN

MENTORED BY: SANDRA PHILLIPS



### LIGHTER FOOTPRINT APP

#### About the Project

The Lighter Footprint App is a tool designed to help BC residents plan, track, and lighten their footprints. It was first conceptualised in response to Vancouver's 2020 Greenest City Goals, which included a 33% footprint reduction. Much of this footprint comprised of food, consumables, and transportation—three areas in which individuals have a lot of influence. The question of how individuals (and cities) might be able to measure this reduction started the process that led to the app.

In 2019, Anna began working with Dr. Jennie Moore, (Dean of Sustainability, BCIT) to prototype the Lighter Footprint App as part of a pilot program run by BCIT's Centre for Ecocities. How it works is: app users take a 10 minute lifestyle quiz to receive their city-specific carbon and ecological footprints. They then choose from a personalised selection of suggested climate actions, and track their progress over time. Through user testing, the Lighter Footprint App team has learned how to better gamify climate action and address gaps in climate literacy. Their goal is to help 6000 active users achieve a 15% reduction within the next 2 years.

#### About Anna

Anna Bohn is the creator of the Lighter Footprint App and co-founder of Etho Studio – a six-person design agency based in Vancouver. Together with partner Robin Oshiro, Etho has grown to serve clients in Vancouver, Victoria, Seattle, San Francisco and San Diego.

Anna's passion is making sustainability accessible, desirable, and compelling through strategic design and communication. Her graduate project at Emily Carr (an online and app-based tool that showed a product's hidden costs on the environment, social systems and health) won three design awards, including the top award in her class. In 2016, Anna was a finalist in MIT's international contest 'Shifting Behaviour for a Changing Climate'. Her proposal called for a different climate change communication strategy: one emphasising the co-benefits of a sustainable lifestyle. She holds a bachelor's in Communication Design from Emily Carr University, a UX Design certificate from Red Academy, and a Social Entrepreneurship diploma from Groundswell Economic Alternatives.

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mentees

## WOMEN4CLIMATE VANCOUVER

**NIDAH DARA**

MENTORED BY: MICHELLE BABIUK



### GENDER INCLUSION IN RAPID TRANSIT FACILITY DESIGN

#### About the Project

By 2030 the City of Vancouver wants to ensure that two-thirds of trips in the City are by active transportation or transit. To achieve this target of sustainability and meet forecasted transit capacity needs, considering the needs of different users is crucial to offering accessibility within the transit network.

Emerging trends in academia and in transit first cities have pointed to the lack of systematic gender inclusion procedures for transportation. Moreover, the topic of gender and transportation is an intersectional issue involving the socioeconomic differences in needs. Gender differences in travel patterns are mainly accounted for by the division of roles in the labour market and the family, affecting employment conditions, income levels and mobility needs. The availability of public transportation outside rush hours, the physical and financial accessibility of transport facilities and safety conditions are some of the main aspects to be considered in designing gender-friendly transport systems. The outcomes of this project will help the City better understand how to advance transit design and planning using a gender perspective. The time is now to address this gap because a gender perspective in transport policies, planning and design can help reduce the inequality of mobility.

#### About Nidah

Born in Pakistan, raised in Kuwait and now living in Canada, Nidah is a grateful guest on the unceded Coast Salish Territories. She holds a Bachelor of Arts in Geography from Simon Fraser University and a Masters of Community and Regional Planning from the University of British Columbia. Nidah is now working in the City of Vancouver's Rapid Transit Office and aims to apply a strong lens of equity and intersectionality to her work.

Her research interests lie at the intersection of housing and transportation. Addressing these topics together presents the opportunity to create affordable and walkable communities. Nidah strongly believes that mass transit has the ability to connect more people, especially women, to better-paying jobs, educational opportunities and healthcare.

To create more sustainable cities, Nidah recognizes that it is imperative to understand how the climate crisis disproportionately affects Indigenous Peoples and communities of colour. It is important to Nidah to amplify the voices of those with such lived experiences.

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mentees



## WOMEN4CLIMATE VANCOUVER

SARAH DREWERY

MENTORED BY: SHAUNA MACKINNON



### THE SHARING FARM

#### About the Project

The Sharing Farm is a 4-acre, urban farm, in Richmond, BC. We grow vegetables to supply charitable food distribution organizations.

The Sharing Farm educates the community about sustainability through active volunteerism. Working together, The Sharing Farm addresses food security, promotes organic practices and provides meaningful volunteer opportunities for youth, adults and seniors alike.

Agriculture, with its growing contribution to global greenhouse gas emissions and opportunities to mitigate emissions is a huge player in the climate crisis. Our goal is to engage the public and increase our impact as a model of how food can be grown sustainably. We seek to champion sustainable agricultural techniques such as carbon sequestration, low food miles, low waste and encouraging biodiversity.

#### About Sarah

Sarah Drewery is the Executive Director of The Sharing Farm, a non profit farm which grows food using sustainable methods for donation to the food bank. She has led non-profit organizations for over 8 years, both in British Columbia and the UK. She has a Masters Degree in Archives & Records Management from UCL and prior to working at The Sharing Farm she worked in the heritage sector, in archives and museums.

She is passionate about organic agriculture, sustainability and connecting communities through urban farming.

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mentees



## WOMEN4CLIMATE VANCOUVER

ISABEL GARCIA

MENTORED BY: MARION TOWN



### LIVING STREETS

#### About the Project

Living Streets (LS) encourages BC residents to seek walking as feasible Active Transportation. LS collaborates with municipalities to show accessible and safe routes for residents' daily needs without a personal vehicle.

This program aligns with CEAP in cutting carbon pollution on transportation. It focuses on How We Move "Encouraging more walking, biking, and transit use. Supporting a transition to active transportation and transit. Walking routes from and to transit hubs." With LS, we ride public transit to explore different places around Metro Vancouver. We walk the trails in parks and sidewalks in developed areas. We make observations on walking infrastructure and publish short videos about the routes.

We are looking to improve our storytelling and communications. We want to connect to a network that can help us amplify our voice, hoping that a mentor can guide us with the communications strategy and successfully implement this behavior-changing program. We are hoping that engaging with more community partners will give us the support on how to inculcate a transportation shift.

#### About Isabel

My name is Isabel Garcia. I am mom to a toddler and the way we move around Vancouver is walking and taking transit, meaning that I usually push a stroller or have a two-year-old walking beside me.

I have always been interested in safe and comfortable traveler experiences. Understanding how people moves always fascinated me. My educational background is a Master's Degree in Sustainable Transportation and Mobility Management. I learned that life circumstances could make design guidelines incomplete or even dangerous. I endeavor to show that life in modern cities should be safe and welcoming to all and never force people to own and drive a car for their everyday needs.

2021  
mentees

## WOMEN4CLIMATE VANCOUVER

### KATE HOSFORD

CO-MENTORED BY: CARA PIKE &  
AMBER BENNETT

## CONNECTING TRANSPORT AND CLIMATE JUSTICE

### About the Project

Kate will leverage her PhD research to develop and publish a series of articles that highlights the potential for transport pricing to readjust for some of the existing inequities in transportation while helping the city achieve climate targets.

Transport pricing – a policy that would charge people to drive into downtown – was described as the game changer action for the City to shift trips towards active and sustainable modes of transportation. Transport pricing was also one of the most contentious policies that was brought forward in the Climate Emergency Action Plan. Many of the arguments against transport pricing start with the assumption that the status quo of unpriced roads is fair.

Her series of articles will cover which populations groups drive the most in Vancouver, who bears the consequences, and how a road pricing policy can serve to (re)adjust some of the existing inequities in transportation. For example, in the City of Vancouver, those with the highest incomes drive three times as much as those with the lowest incomes. Yet those living in lower income neighbourhoods typically experience higher exposure to pollution and traffic collisions.

She hopes her articles can help residents connect the dots between transport and climate justice, and help pave the way forward for policies that support a more sustainable future.

### About Kate

Kate Hosford is a PhD candidate in the Faculty of Health Sciences at Simon Fraser University. Her research focuses on the intersections between transportation, health, and equity. Specifically for her PhD research, she is studying the effects of road pricing – a policy that would charge people to drive – on transportation and health equity. Throughout her graduate studies, she has increasingly become aware of the strong connection between transport and climate justice. Kate is keen to communicate the links between transport and climate justice to the wider public.



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mentees



## WOMEN4CLIMATE VANCOUVER

NAOMI LEUNG

MENTORED BY: IRENE LANZINGER

### CLIMATE EDUCATION REFORM BC

#### About the Project

Climate Education Reform BC (CERBC) is an organization that consists of youth across colonially named British Columbia who acknowledge that the BC educational system is not doing enough to prepare them for their futures. The group is determined to see an educational system that adequately prepares students for the Climate Emergency. This is why CERBC launched their “Reform to Transform” campaign, knowing that BC needs an educational reform that centers intersectional and justice-driven learning and that fully addresses how colonial violence is at its root tied to the Climate Crisis.

The group is lobbying the BC Ministry of Education to treat the Climate Crisis like the true emergency that it is, to create a comprehensive and intersectional climate justice educational system; to create accountability and advisory mechanisms for the implementation and development stages of the curriculum, and to mandate that school infrastructure transition to become in alignment to net zero greenhouse gas emission goals and within municipalities like Vancouver to become in alignment with their Climate Emergency Action Plan. CERBC desires to see a meaningful educational system that equips future generations with the tools and knowledge to combat Climate Change and that creates the next generation of climate leaders.

#### About Naomi

Naomi Leung or 梁珮恩 is a 17 year old climate and racial justice activist. She is a second generation immigrant with parents from Malaysia and Hong Kong and she is a settler on unsundered Musqueam, Tsawwassen, and Cowichan First Nations territories or Richmond, BC. Growing up, Naomi did not see people that looked like her centered or listened to in environmental spaces, which is why she is driven by intersectional justice. She knows that in our fight for climate justice and a better world, we must also include the fight for Indigenous sovereignty, Black Liberation, Migrant justice, justice for Global South communities, and justice and equity for all.

Naomi is a member of Sustainabilliteens, a movement of youth across Metro Vancouver driven by climate justice, who advocated for the passing of Vancouver’s Climate Emergency Action Plan in 2020. She also coordinates Climate Education Reform BC, a youth-led organization determined to see an educational system that prepares students for the Climate Crisis.



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mentees

## WOMEN4CLIMATE VANCOUVER

INGER MILLER

MENTORED BY: MEGAN LOHMANN



### CLEANBC GO ELECTRIC: EV CHARGER REBATE & PUBLIC CHARGER PROGRAMS

#### About the Project

To cut carbon pollution and make clean transportation more accessible and affordable for BC residents, the CleanBC EV Charger Rebate Program provides rebates towards the cost of EV Ready Plans, electrical infrastructure installations and EV chargers for homes and workplaces. EV Advisory services are also offered for those seeking solutions for their charging needs. The CleanBC Go Electric Public Charger Program is intended to increase the number of public Direct Current Fast Charger (DCFC) stations throughout B.C. to support the growing number of ZEVs on the road. The Program aims to fill current gaps in the public DCFC network in B.C., such as Indigenous communities, rural and northern areas, and city centers experiencing long queues for DCFCs due to high ZEV uptake.

These initiatives are essential to achieve the Vancouver Climate Emergency Action Plan 2030 goal of having 50% of the km driven on Vancouver's roads be by zero-emissions vehicles.

#### About Inger

Inger is the Program Lead, Charging Infrastructure for Plug In BC. Plug In BC is a program of the Fraser Basin Council and collaborates with government, industry, academic institutions, E.V. owners, NGOs, and utilities to advance the uptake of electric vehicles in British Columbia. As Program Lead, Inger is responsible for overseeing the implementation of various incentive programs to support charging infrastructure deployment. She also collaborates with organizations and interests pursuing common low-carbon transportation goals in B.C.

Before joining FBC, Inger worked in the commercial transportation sector as a Policy Analyst at the B.C. Trucking Association. She was a member of the Sustainable Transportation Action Research Team and has co-authored research articles on consumer perceptions of battery electric vehicles. Inger holds a Bachelor of Science in Economics with a minor in Business Administration from Florida Agricultural and Mechanical University and a Master of Resource and Environmental Management from Simon Fraser University. Inger was born in The Bahamas, and she dreams of a day when she can assist her home country with sustainable policies and practices.

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mentees



## WOMEN4CLIMATE VANCOUVER

**KATE SHEN**

MENTORED BY: SELENA MCLACHLAN



### BIKE TO WORK WEEK

#### About the Project

Bike to Work Week is a week-long behaviour change campaign across Metro Vancouver that encourages people to choose cycling as their commute mode of choice. BTWW attracts 18,000 participants annually through its Spring and Fall bi-annual events. Since its inception in 2007, BTWW has motivated over 130,000 participants to cycle their daily commute - including 20,000 new cyclists.

Getting more people cycling ties directly into Vancouver's Climate Emergency Action Plan to have two-thirds of trips in the city be by active transportation and transit. This event helps the region transition to a low carbon emission economy as residents choose more sustainable modes of transport. In 2020, even with the shift towards a fully digital schedule, 102,098 KGs of GHGs were saved via participants cycling to work.

This year, I am focused on retaining our current audiences and making our event more inclusive to reach disproportionately impacted communities. Through the Women4Climate mentorship program, I hope to learn how to attract more people to sign up for BTWW and expand my network to get new ideas and possibly cross-collaborate with participating organizations.

#### About Kate

Kate's connection with nature as a child slowly grew into an appreciation for and commitment to the environment. She went on to study in the field and holds an MSc degree in International Innovation (Environmental Sciences) from Lancaster University and a BSc in Environmental Biology from the University of Guelph. Kate has spent most of her career in health and environmental research, allowing her to work with leading scientists in Singapore, China, Canada, and the UK.

Kate is excited to harness the theoretical knowledge gained from her past towards developing programs that better serve her community and the environment. Kate now works on the Bike to Work Week program at HUB Cycling, a non-profit with a mission to get more people cycling more often.

Bike to Work Week has helped the region transition to a low carbon emission economy as residents choose greener, more sustainable modes of transportation. More cycling means healthier, happier, more connected communities.

2021  
mentees

## WOMEN4CLIMATE VANCOUVER

### RITA STEELE

CO-MENTORED BY: ANTHONIA OGUNDELE &  
MEAGHAN BECK



## THE BIPOC SUSTAINABILITY COLLECTIVE

### About the Project

The BIPOC Sustainability Collective is created for the benefit of BIPOC sustainability professionals in Metro Vancouver.

Climate change and environmental degradation disproportionately impact people of colour, yet we are barely represented in the organizations tackling these issues. On the West Coast, many BIPOC sustainability professionals and activists find themselves as the only person of colour in their organizations and battle a system of white environmentalism that leads organizations to think they can do no wrong simply by being “green”. We know that the most effective way to move up in organizations and make meaningful change is to have a network of people supporting us and our work. But, it’s not always possible to find allies within the organizations we work in.

This facebook group is meant to serve as an opportunity for community connection and to fill this network gap many BIPOC sustainability professionals and activists experience in Metro Vancouver.

### About Rita

Rita Steele is a sustainability professional and food systems activist who is passionate about transforming global supply chains into systems that center justice, the environment and support a circular economy. She grew up on the ancestral and stolen lands of the Skwxwú7mesh Úxwumixw (Squamish), səliłwətaʔt (Tsleil-Waututh), and xʷməθkʷəy̓əm (Musqueam) Nations and loves spending summer days outside hiking and camping through local trails and forests.

Rita works as Simon Fraser University’s Manager of Campus Sustainability and also works on youth climate engagement and governance with the Global Shapers Vancouver hub. Rita has recently started an online network called the BIPOC Sustainability Collective – a space for BIPOC to connect with each other and seek support through navigating largely white environmentalist spaces on the West Coast.

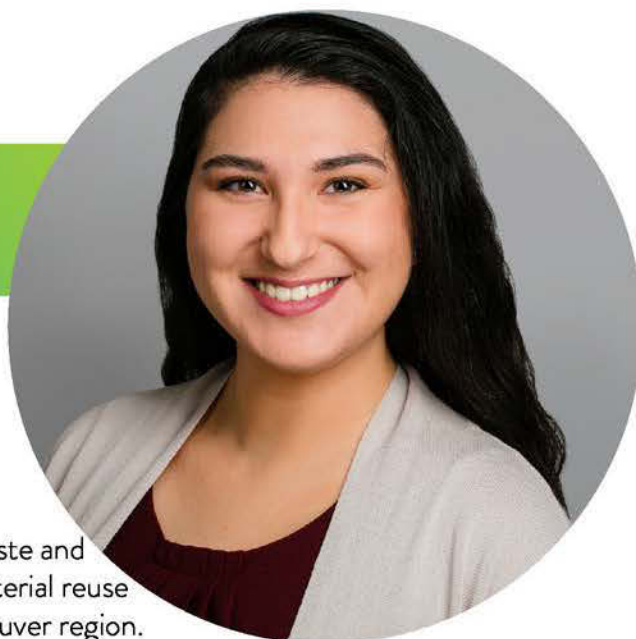
2021  
mentees



## WOMEN4CLIMATE VANCOUVER

**SARA TURNER**

MENTORED BY: ROBYN WARK



### DECONSTRUCT THE CITY

#### About the Project

Deconstruct the City aims to reduce construction waste and embodied carbon emissions by increasing building material reuse in new construction and retrofit projects in the Vancouver region.

Materials from existing buildings can be salvaged through the deconstruction process, diverting up to 80% of materials from landfills. Reusing existing materials can significantly reduce the embodied carbon of new build projects as emissions from raw material sourcing and manufacturing are avoided. Our goal of reducing embodied carbon emissions through material reuse aligns with the Climate Emergency Action Plan's Big Move #5, which targets a 40% reduction in embodied carbon emissions in new buildings by 2030.

Deconstruct the City will host multiple round-table workshops with industry stakeholders (investors, designers, builders, operators, occupants) to identify opportunities to design for deconstruction at each stage of the development process. The workshops will also serve as a platform for creating relationships with the industry, improving our understanding of barriers to material reuse, and catalyzing supporting initiatives.

Using findings from the workshops, an implementation plan will be developed that outlines how designing for deconstruction can be integrated into local policy. Planning for deconstruction will provide tangible pathways and incentives for construction material reuse, lowering Vancouver's embodied carbon emissions.

#### About Sara

Sara Turner is currently working as a Sustainability Analyst at Purpose Building Inc. She has been contributing to the green building industry since 2017, through previous roles that include building science engineering, energy modeling, and renewable technology analysis.

Sara is passionate about decarbonization, sustainable development, and the circular economy. She holds a Bachelor's degree in Environmental Engineering from the University of Waterloo, where she enjoyed leading innovative sustainable housing projects in partnership with Canadian Indigenous communities and Habitat for Humanity.

2021  
mentees



# HOW DOES EACH W4C INITIATIVE CONTRIBUTE TO VANCOUVER'S CLIMATE EMERGENCY ACTION PLAN 2030 TARGETS?

	Gaby Baasch & Renee Proulx	Anna Bohn	Nidah Dara	Sarah Drewery	Isabel Garcia	Kate Hosford	Naomi Leung	Inger Miller	Kate Shen	Rita Steele	Sara Turner
90% of people living within an easy walk or roll of their daily needs	✓				✓				✓		
Two-thirds of trips in Vancouver to be by active transportation and transit	✓	✓	✓		✓	✓			✓		
50% of the km driven on Vancouver's roads to be by zero emission vehicles	✓	✓						✓			
Carbon pollution from buildings is half what it was in 2007							✓				✓
40% less embodied emissions from new buildings & construction projects compared to 2018											✓
Natural carbon sequestration (Target under development)				✓							
Climate Equity or Community Mobilization			✓				✓			✓	



# THE MENTORS AT A GLANCE

**Michelle Babiuk**

TransLink

**Meaghan Beck**

Sysco Canada

**Amber Bennett**

Climate Outreach

**Josephine Clark**

Metro Vancouver

**Irene Lanzinger**

B.C. Federation of Labour

**Megan Lohmann**

Community Energy Association

**Shauna MacKinnon**

Climate & Agriculture BC (CAI)

**Selena Mclachlan**

Modo

**Sandra Phillips**

movmi

**Cara Pike**

Climate Access

**Anthonia Ogundele**

Ethos Lab

**Marion Town**

Vancouver Airport Authority

**Robyn Wark**

BC Hydro

## WOMEN4CLIMATE VANCOUVER

### MICHELLE BABIUK

MENTORING: NIDAH DARA

#### **Senior Manager of Transit Planning - TransLink**

Michelle Babiuk is a planning professional with experience in transportation and infrastructure planning, design, implementation and operations. She is currently TransLink's Senior Manager of Transit Planning where she leads a team developing transit service, fleet and infrastructure plans.

Over the past twelve years at TransLink she has also provided leadership to bus exchange and rail station design, transit oriented development planning, street design and environmental assessments and permitting. This work has resulted in the implementation of transportation infrastructure across the region that provides an excellent customer experience and integrates well with surrounding neighbourhoods. She has consistently brought to this work her experience as a daily transit user and cyclist, and her passion for improving people's experiences walking, cycling, taking transit and living in transit oriented neighbourhoods.

Michelle received an M.A. in Community and Regional Planning and a B.A. (Hon) in English from the University of British Columbia.



# 2021 mentors



## WOMEN4CLIMATE VANCOUVER

### MEAGHAN BECK

MENTORING: RITA STEELE

#### **Director of Corporate Social Responsibility - Sysco Canada**

As Director of Corporate Social Responsibility at Sysco Canada, Canada's leading foodservice distributor, Meaghan leads Diversity, Equity, and Inclusion, Environmental Efforts, Indigenous Relations, and Community Programs. She is passionate about transforming business to do more by doing good through creating impactful long-term strategies and relationships. Meaghan leads complex, cross-discipline strategy by collaborating with business leaders globally to align and celebrate Sysco's CSR journey.

Meaghan has 15+ years of progressive experience in the food industry. Prior to Sysco Canada she worked with Sodexo Canada in roles ranging from finance to project management and corporate responsibility. Meaghan led Sodexo's CSR engagement in Canada for business segments including healthcare, universities, construction, mining, corporate services, sports, and leisure.

She is experienced pioneering partnerships with cross-stakeholder groups including government organizations, food security charities, and organizations including the Canadian Council for Aboriginal Business, Pride at Work, World Economic Forum, United Nations Global Compact, Fairtrade Canada, Humane Society, and innovative start-ups such as Genecis Envirotech.

Meaghan holds a Bachelor of Arts degree in English Literature and Kinesiology from the University of the Fraser Valley, a Masters Certificate in Project Management from York University, and has held her Project Management Professional credential for the past 7 years.

Living and working in beautiful Vancouver, B.C., inspired Meaghan to also pursue her passions in the tourism industry through her side hustle the Painted Cliff Chalet in one of North America's prime vacation destinations, Whistler, B.C..

When she is not volunteering for BC Cancer Foundation, or, GLOBE Innovation Pitch sessions, in her spare time you can find Meaghan cycling, hiking, or wine touring in the Okanagan. Lastly, she is thrilled to be joining the C40 as a mentor!

Meaghan will be co-mentoring with Anthonia Ogundele who is the founder of Ethos Lab.



# 2021 mentors

## WOMEN4CLIMATE VANCOUVER

### AMBER BENNETT

MENTORING: KATE HOSFORD

#### **Canadian Associate - Climate Outreach**

Amber Bennett is an Alberta-based communications consultant and Canadian Associate with Climate Outreach, a team of social scientists and communication specialists working to widen and deepen public engagement with climate change.

As manager of the Alberta Narratives Project, she worked to bring together more than 75 individuals and organizations to host climate-energy conversations around Alberta – making it one of the largest public engagements of its kind. Her work bridges the space between research and practice and helps to translate social insights into applied climate engagement tools. In addition to her work with Climate Outreach, Amber has spent more than 10-years working in environmental communications with government, non-profits and business.

She holds a Bachelor's degree in Public Relations and a Masters of Arts in Environmental Education and Communications.

Amber will be co-mentoring with Cara Pike who is the founder and director of Climate Access.



2021  
mentors



## WOMEN4CLIMATE VANCOUVER

### JOSEPHINE CLARK

MENTORING: GABY BAASCH & RENEE PROULX

**Park Planner II, Planning & Resource Management,  
Regional Parks Parks and Environment -  
Metro Vancouver**

Josephine Clark is an Environmental Planner with Metro Vancouver's Regional Planning group and currently on secondment to Regional Parks.

As a professional biologist and GIS specialist, her work focuses on initiatives (often data related) to support environmental planning, management and decision-making. Current projects include leading the update to the Regional Parks system plan, co-leading the Nature & Ecosystems issue area for Climate 2050 (the regional climate plan), and developing the natural asset management program for Regional Parks.

Outside of work Josephine likes to be outside as much as possible (hiking, biking, camping, gardening) and is attempting to knit a (wearable) sweater.



# 2021 mentors

## WOMEN4CLIMATE VANCOUVER

### IRENE LANZINGER

MENTORING: NAOMI LEUNG

#### **Secretary Treasurer - B.C. Federation of Labour**

Irene Lanzinger has a long history as strong leader in the labour movement. She is deeply committed to advancing equality, protecting vulnerable workers and strengthening workplace safety. Irene was the first woman to be elected president of the BC Federation of Labour and held that position from November of 2014 until her retirement at the end of 2018.

Irene was a secondary science and mathematics teacher in Abbotsford and Vancouver as well as teaching abroad in Japan and Saudi Arabia. She served as the chief negotiator for the BC Teachers' Federation, bargaining on behalf of 41,000 public school teachers. She was elected vice-president of the BCTF in 2002 and president in 2007.

While Irene played a strong role in the Canadian labour movement, she also broadened her work to the international scene. She has worked in solidarity with union leaders in Namibia and across Latin America, including Guatemala, Honduras, Mexico, Costa Rica, Panama, Ecuador and Columbia.

Irene has a B.Sc. in Physics and a M.Sc. in Education and is currently on the Board of Directors of BC Hydro, the Community Savings Credit Union and the BC Centre for Women in the Trades.



2021  
mentors



## WOMEN4CLIMATE VANCOUVER

MEGAN LOHMANN

MENTORING: INGER MILLER

### **Director of Strategic Initiatives - Community Energy Association**

Megan Lohmann has been working in the field of climate and energy for 15 years, engaging with local government, industry, public and First Nations on innovative, local solutions to support the transition to low-carbon communities. She is passionate about designing and implementing high-impact initiatives through effective collaboration between the public and private sectors.

Megan is Director of Strategic Initiatives for the Community Energy Association, and in her position, has facilitated impactful projects in the transportation, building and waste sectors, including award winning rural electric vehicle network development. She co-chairs the BC Electric Vehicle Local Government Peer Network, is a fellow with the Energy Futures Lab in Alberta and sits as a newly elected Board Member for Electric Mobility Canada.



2021  
mentors

## WOMEN4CLIMATE VANCOUVER

### SHAUNA MACKINNON

MENTORING: SARAH DREWERY

#### **Coordinator, Farm Adaptation Innovator Program - Climate & Agriculture BC (CAI)**

Shauna MacKinnon is the Coordinator for the Agricultural Climate Adaptation Research Network and the Climate Action Initiative's Farm Adaptation Innovator Program where she is responsible for facilitating collaboration and building a closer connection between research and farmer needs.

Shauna has many years of experience in the food sustainability and non profit sectors ranging from fundraising to designing and delivering winning campaign strategies. She has authored market research reports for the organic sector and worked in partnership with major Canadian grocery retailers on sustainable purchasing initiatives. Shauna holds a MA in Geography from the University of Guelph, a BA from McGill University and completed the KPU Richmond Farm School program.



2021  
mentors



## WOMEN4CLIMATE VANCOUVER

### SELENA MCLACHLAN

MENTORING: KATE SHEN

**Director, Marketing & Communications -  
Modo**

As a senior marketing leader, I've spent the past 25 years helping purpose-centric businesses identify their target markets, understand their competition, and translate consumer needs into viable brand strategies.

I've had the good fortune of being able to work with some amazing teams in the co-operative, retail and financial sectors, at MEC, Vancity and Modo - while also spending some time as a freelance marketing and brand strategist.

I have a personal passion for active, healthy and sustainable living (and eating!), and lending my professional expertise to community-minded groups and non-profits.

My volunteer efforts centre around empowering women and young entrepreneurs.



# 2021 mentors

## WOMEN4CLIMATE VANCOUVER

### SANDRA PHILLIPS

MENTORING: ANNA BOHN

#### **Shared Mobility Architect, CEO & Founder - movmi**

Sandra has dedicated the last 10 years to on-demand shared mobility programs that focus on mode shift and behaviour change. In 2014, she founded movmi, an award-winning boutique agency specialized in shared mobility architecture: the design, planning and launch of on-demand shared mobility services that focus on behavior change and mode shift from personal vehicles. To-date, movmi has supported over 60 shared mobility projects worldwide for both public agencies and the private sector.

Before founding movmi, Sandra held several senior management and executive roles, most notably with Daimler, BCAA, and BMW. She is considered a world-wide expert on the subject of on-demand shared mobility, chairs the global Covid19 Shared Mobility taskforce, has been appointed to the Connected and Automated Vehicles and Shared Mobility Expert Panel of the Canadian Council of Academies and is a part-time remote lecturer with the Smart Mobility Program at University St. Gallen.

An additional focus in her work is the empowerment of women in transportation: since 2015 Sandra has hosted an interview series called Women in Shared Mobility and in 2020 she launched the EmpowerWiSM program - an accelerator for female transportation entrepreneurs - together with ABB, ITS America, UITP and GoWithFlow.

Sandra is a certified Project Management Professional, holds a Master of Arts in Computation Linguistics from University of Zurich, and has been granted an MBA by TrustForte Corporation in NY.



2021  
mentors



## WOMEN4CLIMATE VANCOUVER

### CARA PIKE

MENTORING: KATE HOSFORD

#### **Executive Director - Climate Access**

Cara Pike is the founder and director of Climate Access, a nonprofit focused on building political and public support for climate solutions through its learning network for nonprofit and government leaders, pilot projects that test new engagement approaches, and communication research and strategy consulting services.

Her work includes creation of the Preparation Frame: A Guide for Understanding and Engaging Around Climate Impacts; the Ecological Roadmap, a values-based approach to building support for environmental protection; Climate Communications Behavior Change – A Guide for Practitioners, and other widely used publications and toolkits. Cara regularly advises government agencies and nonprofit organizations. Clients have included the City of Boston, Ocean Science Trust, Union of Concerned Scientists, Province of Alberta, and others.

Cara will be co-mentoring with Amber Bennett who is an Alberta-based communications consultant and Canadian Associate with Climate Outreach.



# 2021 mentors

## WOMEN4CLIMATE VANCOUVER

### ANTHONIA OGUNDELE

MENTORING: RITA STEELE

#### Founder - Ethos Lab

As a trained planner and resilience professional, Anthonia Ogundele has a passion for cities and engaging communities. She was a member of the North East False Creek Stewardship Committee, igniting the re-imaging on Hogan's Alley. In 2016 she turned a storefront facing closet into the Cheeky Proletariat, located on Carrall street, which is an accessible and inclusive space for the free expression of all people.

She recently left her role at Vancity Credit Union, as the Manager of Environmental Sustainability, Business Continuity and Emergency Planning to become the Founder of the Ethos Lab, a non-profit social enterprise leveraging the cooperative model to develop an online collaborative platform and creative co-working spaces for youth ages 12-18, that foster Culture and STEM focused Exploration.

Through Ethos Lab she is hoping to inspire a legacy of Black leadership as well as answer the question: "What might place/Space making look like when you centre the Humanity of the Black experience?"

Anthonia will be co-mentoring with Meaghan Beck who is the Director of Corporate Social Responsibility at Sysco Canada.



2021  
mentors



## WOMEN4CLIMATE VANCOUVER

### MARION TOWN

MENTORING: ISABEL GARCIA

**Director, Climate & Environment -  
Vancouver Airport Authority**

Marion joined the Airport Authority in 2014 and leads an innovative team of professionals working to reduce the airport's environmental footprint. Marion is guided by YVR's Board of Directors and Executive Team to ensure that high environmental standards are maintained and significant environmental accreditation programs such as Salmon Safe and Airport Carbon Accreditation are successfully implemented.

Marion has over thirty years of experience in government and consulting, working on a broad range of projects for municipal, provincial and federal governments, as well as private organizations. A professional planner, her experience in environmental assessment, energy and emissions planning, waste management, sustainable transportation, fisheries renewal, sustainability and collaborative governance has all been applicable to her work at YVR.



2021  
mentors

## WOMEN4CLIMATE VANCOUVER

### ROBYN WARK

MENTORING: SARA TURNER



#### **Team Lead - BC Hydro Sustainable Community Program**

Robyn Wark is Manager of Advanced Demand Side Management at BC Hydro, which builds partnerships to advance low carbon communities through codes, standards, and smart, innovative solutions. Robyn has co-created numerous peer networks, innovation labs, committees and councils to bring partners together to solve sustainability challenges.

Current leadership positions include Vice-Chair of the BC Energy Step Code Council, Treasurer of the Community Energy Association and steering committee of the BC Building Electrification Roadmap.

Robyn brings creativity and fun to her teams, as well as deep skills in organizational strategy, relationship mapping, public speaking, regulatory pathways, and change management. Her work has won multiple awards from associations such as the Federation of Canadian Municipalities, the Canadian Institute of Planners, and the Planning Institute of British Columbia (PIBC). In 2013 she was awarded the PIBC Individual Award for Leadership in Advocacy & Innovation.

Robyn loves the Women4Climate program, and enjoyed learning and networking as part of the 2019 cohort.

# 2021 mentors



# THE 2021 SELECTION JURY

Recall the panel of jurors that participated in the  
2021 W4C selection process!

# WOMEN4CLIMATE VANCOUVER

## JURY BIOGRAPHIES



### **ADRIANE CARR** **COUNCILLOR - CITY OF VANCOUVER**

Adriane Carr is a Vancouver City Councillor. She has a Master's Degree in Urban Geography and taught for 12 years at Langara College. After teaching, she served as BC Green Party Leader from 2000 to 2006 and Green Party of Canada Deputy Leader from 2006 to 2014.

She was re-elected to Vancouver City Council in 2018 for her third term and chairs the city's Policy and Strategic Priorities Committee, and Metro Vancouver's Climate Action Committee.



### **WINNIE HWO** **SENIOR PUBLIC ENGAGEMENT SPECIALIST - DAVID SUZUKI ORGANIZATION**

Winnie's expertise is in project management, butterfly and pollinator blogs, diversity and engagement, and Chinese media. Her credentials include a B.A. in History from Simon Fraser University and a B.A.A. in Journalism from Ryerson University. She is a former news and current affairs director for Fairchild Television, was a reporter for the Vancouver Sun and CBC Vancouver, and won the first Chinese language Jack Webster Award.

She is passionate about connecting people, learning about different cultures, food, butterflies and patio gardening. "As a journalist, I was trained to keep an open mind. As a public engagement specialist, I learned to never under-estimate the generosity of people. Working with volunteers from the Butterflyway Project and Sustainable Diversity Network, I am hopeful we will be the solution to nature as we all want the same thing – a clean and vibrant environment for ourselves and our loved ones," said Winnie.



# WOMEN4CLIMATE VANCOUVER

## JURY BIOGRAPHIES



### **SILVIA MARCON**

#### **C40 HEAD, INCLUSIVE CLIMATE ACTION GLOBAL LEADERSHIP**

The former director of the French green party Think Tank Fondation de l'Ecologie Politique-FEP (France), Silvia has worked for several years at the French WWF office as the Institutional Relations Manager, responsible for the National Energy Transition Bill. She has joined C40 Cities as Head of the Chair's Office and worked from 2016 to 2019 with C40 Chair and Mayor of Paris, Anne Hidalgo.

Currently Head of Inclusive Climate Action Global Leadership, Silvia leads the Women4Climate Programme launched during Mayor Hidalgo's mandate. Women4Climate is a joint initiative of C40 Cities and the L'Oréal Foundation that combines mentoring, training and networking opportunities for women working in sustainability in cities.

Silvia graduated in International Relations from the University of Trieste (Italy), and holds a Masters degree in Urban sociology from the School for Advanced Studies in the Social Sciences/EHESS-Ecole des Hautes Etudes en Sciences Sociales (Paris, France).



### **SANDRA PHILLIPS**

#### **SHARED MOBILITY ARCHITECT, CEO & FOUNDER - MOVMI**

Sandra has dedicated the last 10 years to on-demand shared mobility programs that focus on mode shift and behaviour change. In 2014, she founded movmi, an award-winning boutique agency specialized in shared mobility architecture: the design, planning and launch of on-demand shared mobility services that focus on behavior change and mode shift from personal vehicles. To-date, movmi has supported over 60 shared mobility projects worldwide for both public agencies and the private sector.

Before founding movmi, Sandra held several senior management and executive roles, most notably with Daimler, BCAA, and BMW. She is considered a world-wide expert on the subject of on-demand shared mobility, chairs the global Covid19 Shared Mobility taskforce, has been appointed to the Connected and Automated Vehicles and Shared Mobility Expert Panel of the Canadian Council of Academies and is a part-time remote lecturer with the Smart Mobility Program at University St. Gallen.

An additional focus in her work is the empowerment of women in transportation: since 2015 Sandra has hosted an interview series called Women in Shared Mobility and in 2020 she launched the EmpowerWiSM program - an accelerator for female transportation entrepreneurs - together with ABB, ITS America, UITP and GoWithFlow.

# WOMEN4CLIMATE VANCOUVER

## JURY BIOGRAPHIES



### **KAREN TAM WU** **MANAGING DIRECTOR – PEMBINA INSTITUTE**

Karen Tam Wu is the managing director of British Columbia at the Pembina Institute, Canada's leading energy think tank. She is also a member of the B.C. government's Climate Solutions and Clean Growth Advisory Council. Through cross-sectoral consultation and engagement, Karen leads initiatives to advance clean energy solutions and improve energy efficiency in B.C. and across Canada. Previously, Karen worked with First Nations, communities, government, and industry on important conservation initiatives in B.C. A registered professional forester, Karen worked with forest companies worldwide for over a decade developing and implementing sustainable forest management systems.

Karen chose to join C40's Women4Climate Mentorship Program, because she was fortunate enough to have strong women role models early in her career, and hopes to pay this forward to others. Karen is excited about the opportunity to grow the next generation of women who can lead the charge on climate action with confidence.



### **ROBYN WARK** **TEAM LEAD - BC HYDRO SUSTAINABLE COMMUNITY PROGRAM**

Robyn Wark MRM MCIP is Team Lead of BC Hydro's Sustainable Community program, which runs the Community Energy Manager network in British Columbia. She sits on numerous boards and committees, including the BC Energy Step Code Council (Vice-Chair), Community Energy Association Board, and QUEST BC (Vice-Chair).

Having worked as a consultant, local government planner, and educator, Robyn has a deep understanding of sustainability program design, energy efficiency market trends, and policy and incentive opportunities. She excels at organizational development, team-building, change management, coaching, and professional development.

Her work has won multiple awards from associations such as the Federation of Canadian Municipalities, the Canadian Institute of Planners, and the Planning Institute of British Columbia (PIBC). In 2013 she was awarded the PIBC Individual Award for Leadership in Advocacy & Innovation.



# WOMEN4CLIMATE VANCOUVER

## JURY BIOGRAPHIES



### JENNIFER WAHL

#### SENIOR SUSTAINABILITY SPECIALIST – CITY OF VANCOUVER

Jennifer Wahl is a Sustainability Specialist in the Sustainability Group at the City of Vancouver. She manages diverse projects related to the Greenest City Action Plan, including the recent Climate Emergency Action Plan. In 2019, Jennifer managed the Vancouver launch of the C40 Women4Climate Mentorship Program in partnership with ZEBx, serving as a project manager, facilitator, and juror.

Prior to joining the City in 2007, Jennifer developed the Environmental Management System Program at the Vancouver Aquarium. She holds a degree in Environmental Science from Royal Roads University and is a certified Project Management Professional.



### MATT HORNE

#### CLIMATE POLICY MANAGER – CITY OF VANCOUVER

Matt Horne is the City of Vancouver's climate policy manager. He is responsible for delivering on the City's commitment to cut carbon pollution in half by 2030 (through the Climate Emergency Action Plan) and have 100% of the energy used in Vancouver come from renewable sources by 2050. He also advises senior management, and mayor and council on climate change policy issues.

Prior to joining the City, Matt worked for the Pembina Institute helping to advance climate change policy in B.C. and across Canada. He has a Master of Resource Management degree from Simon Fraser University, and a Bachelor of Industrial Engineering degree from Dalhousie University.

Matt Horne will be attending the 2021 jury process as an observer.

# WOMEN4CLIMATE

## MENTORING GUIDE



## C40 CITIES

The C40 Cities Climate Leadership Group, now in its 16th year, connects 97 of the world's greatest cities which have committed to tackling climate change. We bring mayors from around the world together to learn from each other in reducing greenhouse gas emissions and creating resilient, sustainable and low carbon cities. C40 cities represent more than 700 million urban citizens and their economies account for 25% of the global GDP. C40's 'Deadline 2020' report sets out the critical role that the world's major cities have to play in delivering the historic Paris Agreement to prevent catastrophic climate change.

## 'NO CLIMATE JUSTICE WITHOUT GENDER JUSTICE!'

was a rallying call to action at the United Nations Climate Change Conference in December 2007. More than 10 years later, this slogan underscores the urgency of integrating a gender perspectives and amplifying women's leadership in climate action.

## WOMEN4CLIMATE MENTORSHIP PROGRAMME

By emphasizing the inextricable link between climate change and the achievement of gender justice and equality, the Women4Climate initiative aims to help cities deliver ambitious and inclusive climate action.

Women4Climate is a joint initiative of C40 Cities and the L'Oréal Foundation where women from C40 cities can develop and implement actions inspired by the "think local, act global" philosophy.

The Mentorship Programme supports cities in engaging with resident women to accelerate women-led local climate projects and solutions that contribute to the city set climate priorities and action plans. It matches committed leaders from the public and private sector, international organizations and members of civil society with emerging female leaders at differing stages in developing their climate projects and solutions. For about 10 months the mentors will guide the mentees through regular one-to-one meetings and each mentee will receive training aimed to enhance their skill development, address gender barriers to women's leadership.

The programme further acts as a global platform to bring policy makers, citizens, business and community leaders together to co-create an understanding of urban climate challenges and inclusive and just solutions that address these challenges in their city.

The Women4Climate initiative aims to inform and drive action through research on urban gendered climate impacts while highlighting the key role women play in championing climate action in cities and the need to bring their perspectives to the decision making table to ensure climate action. Read our report ["Gender Inclusive Climate Action: How Women's Leadership and Expertise can shape Sustainable and Inclusive Cities"](#)

## I. INTRODUCTION

### What is mentoring?

Mentoring is a nonhierarchical relationship between two people designed to provide support and a guidance. The mentor share their knowledge and experiences, supporting the mentee to become powerful leaders in her chosen field.

It gives one the mentee the opportunity to benefit from focused discussions with a more experienced person (the mentor) with the aim of boosting the mentee's adaptation and autonomy. It consists of regular meetings, generally over a 10 month period.

### The mentor is someone who:

- Has a strong knowledge of the sector of the mentee, understands the mentee's work and who does not judge her.
- Has a nonhierarchical relationship with the mentee

### The mentor is not:

- A coach, someone who is qualified and trained and who helps the mentee find the answers to their own questions
- A manager, whose role is to explain to mentees what is expected of them and support them to perform
- A tutor, who supports learning and assesses what has been learned
- A trainer, who teaches using pedagogical methods aimed at adults
- A friend, even though the mentor and the mentee may develop a good relationship, which is in itself desirable

### Principles of mentoring

Mentoring allows mentees to have a non-judgmental place to express themselves to discuss what they have learned and discovered and any difficulties they are facing. The mentor is trained in this perspective.

Mentoring is a way of developing the mentee based on a personalized approach:

- Deciphering cultural and interpersonal context;
- Debriefing successes, obstacles encountered and mistakes;
- Identifying alternative ways for the mentee to express or present themselves

For the mentor, mentoring provides an opportunity to accelerate the acquisition of knowledge.

Mentoring works within a clear ethical framework to which both partners are bound:

- Confidentiality: no disclosure of what is discussed to anyone at all
- Lucidity: the relationship should be reviewed at regular intervals
- Truthfulness towards each other and when discussing something
- Commitment of time and availability and therefore respect for the other person's time
- Enthusiasm: sufficient personal investment in the relationship



## II. ROLES AND RESPONSIBILITIES

### The mentee is the primary driver of the mentoring process.

- Discussing their expectations and the topics they want to cover with their mentors before mentoring begins.
- Getting in contact with their mentor to schedule the first meeting to start the mentoring.
- Being proactive in making appointments.
- Being involved in defining what they want to achieve.
- Being punctual and participating actively in meetings

### The mentor is a volunteer and actively supports the mentee

- Being willing to act as a mentor.
- Taking an interest in the mentee and investing the time needed to understand their situation.
- Talking with the mentee about her expectations to identify together the ambitions they want to achieve.
- Sharing their experience, passing on their knowledge and providing access to their network.

## III. KEY STEPS

### 1. Starting mentoring- first mentor/mentee meeting

After the initial collective training, the mentee initiates the first meeting and agrees on aims and terms with her mentor.

The mentee prepares for the meeting by identifying her expectations.

The goals are a summary of the mentee's expectations that the mentor believes he or she can help with. Setting ambitions together helps to work in a structured way and make tangible progress.

These are ambitions to achieve together (they are not objectives). It is important to clearly define these items:

- Steps: medium-term milestones
- "To do" tasks between meetings

The meeting is also a chance to define terms:

- Align on ethical principles
- Meetings: Where will they take place? How long and how? Cancellation rules?
- When and how shall we give ourselves an opportunity to review how we work together?

### 2. The mentoring process

The mentor and mentee meet regularly over the agreed 10-month period. Meetings take place every month and last around two hours, at least at the beginning.

The original ambitions may change over time and can be adjusted if necessary.

The content of the discussions is strictly confidential and is not intended to be shared, unless both the mentor and mentee want it to be.

The mentor and mentee take stock of their relationship approximately every three months. This is a time for feedback and provides an opportunity to make adjustments to the process in a constructive way.

### 3. Evaluation

At the end of the year, the mentor and mentee organize a review meeting, during which they analyze together what has been achieved through mentoring.

The discussion should cover these topics:

- Whether the original ambitions have been achieved.
- The quality of the relationship.
- What each party has gained and how they have benefited.

## ETHICS

### General Principles

- Confidentiality
- Security
- Honesty
- Truth
- Respect
- Commitment

### Mentor

- Does not judge
- Does not criticize
- Keeps appointments
- Does not make decisions for the mentee
- Guarantees the confidentiality of discussions

### Mentee

- Keeps appointments
- Guarantees the confidentiality of discussions
- Expresses their needs and provides feedback to maintain a productive relationship

## FAQ

### How frequent should meetings be?

This should be decided by the mentor and mentee. There is no set rule, but the average is once a month.

### When and where should meetings take place?

It is entirely up to you. Meetings can take place in person, virtually or by phone.

### What should you do if someone is repeatedly unavailable?

The mentee should bear in mind that her mentor is a volunteer and that they have chosen to make themselves available as part of the program. The mentee should therefore not hesitate to contact their mentor, even between meetings, by phone or e-mail. It is the responsibility of the mentee to take initiative.

### Not grasping the difference between empathy and sympathy

The mentor needs to maintain some degree of distance from the mentee so that their contribution helps the mentee understand what she's finding difficult and how they can work through her problems (empathy) rather than becoming emotionally involved with the mentee without taking a step back (sympathy).

### Not investing the time needed

Successful mentoring requires investment from both people in order to establish a relationship from which the mentee (and to a lesser extent the mentor) can derive the maximum benefit.

### Misusing mentoring

The mentor can play a role of advisor to the mentee, in a decision-making process. Confidentiality is as important here as in other situations. Nevertheless the mentee must not take advantage of her agreement with the mentor to justify a decision for which she is solely responsible

Contact:  
women4climate@c4o.org



# WOMEN4CLIMATE

**MAKING MENTORING  
SAFE & EFFECTIVE**

# The posture & contract

## MENTOR

Supports

- Empathy & openness
- Availability & focus
- Neutrality (no intention)

## MENTEE

Decides & Acts

- Responsibility
- Intention
- Engagement

## BOTH

Frame : explicit request

- CONTRACT
  - Mutual consent
  - Explicit request
  - Co-contribution
  - Competence & resources
- CONFIDENTIALITY



# Setting smart objectives



## Specific

States exactly what you want to achieve



## Measurable

So that you can measure your progress along the way



## Achievable

The goal is within reach



## Realistic

It is realistic for you and you can accomplish it



## Timely

It must have a specific timeframe

# Ask helpful questions:

---

## **P**urpose

- What are you trying to achieve?
- How can I help you achieve this objective? What do you expect from me?

---

## **E**xisting Solutions

- What is the current situation? (facts, describe the situation without interpretation)
- What have you already tried to address this situation?

---

## **R**esistance

- Why are these attempts to address the situation not satisfactory?
- What could prevent you from achieving your goal? (internal & external obstacles)

---

## **F**ishing for Resources

- What are the resources you can count on to achieve your goal?
- Where can you look for and find what you need?

---

## **O**ptions of Action

- What are your options? What can you do? What actions can you take?
- What are the risks and benefits of each option?

---

## **R**ealisation

- What will be your first step?
- Your action plan?

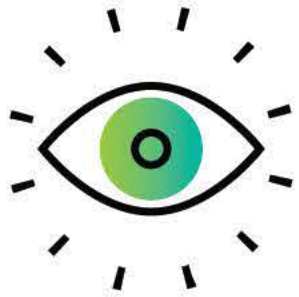
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## **M**onitor & Measure

- How will you know you are moving towards your objective?
  - What are the next steps?
-



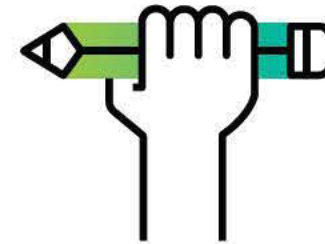
# Listen actively & empathetically



**Be Attentive**



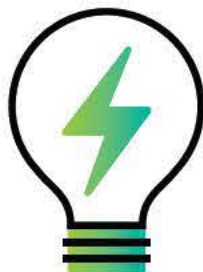
**Ask Open-ended Questions**



**Reformulate  
Paraphrase**



**Summarize**



**Ask Probing Questions**



**Request  
Clarification**



**Listen to &  
Reflect your  
Feelings**

# Achieve an authentic & efficient communication

- Speak from yourself = use « **I..** » instead of « You.. »
- « **Yes, AND...** » instead of « Yes, BUT... »
- **Suspend** your judgement
- **Avoid** interrupting
- **Avoid** interpreting  
(if something is not clear, ask for clarification)
- **Express** your thoughts and feelings in real time and with authenticity



**Thank you &  
enjoy the ride!**

