

**From:** ["Mochrie, Paul" <Paul.Mochrie@vancouver.ca>](mailto:Paul.Mochrie@vancouver.ca)  
**To:** ["Direct to Mayor and Council - DL"](#)  
**Date:** 7/17/2023 7:21:18 AM  
**Subject:** Women4Climate Special Event - Wednesday, September 6th  
**Attachments:** Memo to Mayor & Council - C40 Women4Climate Mentorship Program – 2022, 2023.pdf  
W4C 2022 - Participant Package (1).pdf

---

Good morning Mayor and Council,

It is my pleasure to invite you to join the wrap-up event the 2022-2023 C40 Women4Climate (W4C) Program. This event will begin with formal programming to recognize and celebrate Vancouver's fourth W4C cohort and end with open networking to build community amongst the cohort. We invite you to re-connect with the W4C participants you met in Council Chambers on Mar 6, 2023 and inquire about their accomplishments and future plans.

**DATE:** Wednesday, September 6  
**TIME:** 5-7pm  
**LOCATION:** Vancouver Public Library, Central Library, Room 919

**AGENDA**

4:55	Mayor + Council Arrive
5-5:30pm	<b>Formal programming</b> (land acknowledgement, opening remarks from City, C40 and ZEIC, formal presentation of program certificates)
5:35pm	<b>Photo opportunity</b>
5:35-7pm	<b>Informal networking</b> (light snacks will be provided)

**BACKGROUND:**

The C40 [Women4Climate Program](#) aims to advance bold, local climate action in alignment with Vancouver's Climate Emergency Action Plan and the Climate Adaptation Strategy. Locally, the program is delivered by the City of Vancouver in partnership with the [Metro Vancouver Zero Emissions Innovation Centre \(zeic.ca\)](#).

This program contributes to the next generation of climate leaders through a mentorship program dedicated to women working on climate issues to create a healthier, greener, more resilient, and economically prosperous urban future. 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.

Additional information on the program is provided in the attached memo from November 2022, along with the W4C program package containing participant profiles.

Questions about this event can be directed to [Theresa.O'Donnell@vancouver.ca](mailto:Theresa.O'Donnell@vancouver.ca).

Best,  
Paul

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

## MEMORANDUM

November 3, 2022

TO: Mayor and Council

CC: Paul Mochrie, City Manager  
Armin Amrolia, Deputy City Manager  
Karen Levitt, Deputy City Manager  
Rosemary Hagiwara, Acting City Clerk  
Maria Pontikis, Chief Communications Officer, CEC  
Teresa Jong, Administration Services Manager, City Manager's Office

FROM: Theresa O'Donnell  
General Manager, Planning, Urban Design and Sustainability

SUBJECT: C40 Women4Climate Mentorship Program – 2022/2023

RTS #: N/A

---

The purpose of this memo is to update Council on the C40 Women4Climate (W4C) Mentorship Program and let you know about an upcoming opportunity to join a W4C event early in 2023.

[C40](#) is a network of almost 100 of the world's leading cities working to confront the climate crisis and create a future where everyone, everywhere can thrive. The C40 Women4Climate mentorship program aims to educate and empower women working on community-based climate solutions that contribute to their city's climate goals. The program builds the next generation of climate leaders by matching emerging leaders with executive level women from government, business, and community organizations.

This year, Vancouver's program targeted women working on projects in alignment with the Climate Emergency Action Plan and/or the Climate Adaptation Strategy. In October, eleven mentees were selected and matched with established local climate leaders, forming Vancouver's fourth W4C cohort. We are thrilled at the diversity and calibre of women participating this year and invite you to read about them in the participant package (attached) or at [www.vancouver.ca/w4c](http://www.vancouver.ca/w4c).

In addition to the opportunities provided by C40 Cities to the global W4C community, the City of Vancouver will offer three local W4C events to help build community amongst the Vancouver participants. We invite Mayor and Council to join a W4C event in Q1 2023, please watch for an invitation in the new year.

Please let me know if you have any questions about this program.

A handwritten signature in black ink that reads "Theresa O'Donnell". The signature is written in a cursive style with a large initial 'T' and 'O'.

Theresa O'Donnell  
General Manager, Planning, Urban Design and Sustainability  
604.673.8434 | [theresa.o'donnell@vancouver.ca](mailto:theresa.o'donnell@vancouver.ca)

# WOMEN4CLIMATE

2022-23 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.





# EMPOWER & INSPIRE

the next  
generation of  
women climate  
leaders

Women make up close to half the world's population, and although they are often disproportionately impacted by climate change, their voices are not always heard due to lack of inclusion and representation at the decision-making level. **Now more than ever, enhancing women's participation and leadership in the conversation around climate action will be critical to securing a healthy, prosperous and sustainable future for us all.**

# CONTENTS

Welcome	3
Program Overview	4
Program Opportunities	5
Program Partners	6
Contact Information	7
2022-23 W4C Mentee Projects and Biographies	8
2022-23 W4C Mentor Biographies	20

# MATCHING COMMITTED LEADERS WITH EMERGING FEMALE LEADERS



## WELCOME!

We come and congratulations on joining Vancouver's fourth Women4Climate cohort!

The Women4Climate (W4C) mentorship program aims to advance bold, local climate action in alignment with Vancouver's Climate Emergency Action Plan and Climate Change Adaptation Strategy. In 2022-2023, 11 women were selected to participate in the program.

This program contributes to the next generation of climate leaders through a mentorship program dedicated to women working in climate to create a healthier, greener, more resilient, and economically prosperous urban future. In 2019, Vancouver became the eighth city to launch a local C40 Women4Climate Mentorship Program. [External web site, opens in new tab.](#)

In this program package, you'll find background information about the W4C Mentorship Program, project descriptions and biographies from your fellow mentees and mentors.



# PROGRAM OVERVIEW

## ABOUT THE W4C MENTORSHIP PROGRAM

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. The 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 their own Women4Climate Mentorship Program in order to empower the next generation of climate leaders. In 2019, Vancouver was the eighth city to launch a local W4C program and there are now 22 cities globally that participate in the program, including 3 in Canada.

This year, Vancouver's 2022-23 W4C mentorship program will support 11 mentees and mentor pairings who are working on projects aligned with Vancouver's Climate Emergency Action Plan and Climate Change Adaptation Strategy.

You were selected after being interviewed on September 1, 2022 by a panel of jurors:

- Wendy de Hoog, Manager of Grants, Programs & Engagement at the Metro Vancouver Zero Emissions Innovation Centre
- Laura Jay, Regional Director for North America, C40 Cities Climate Leadership Group
- Cathy Pasion, Climate Policy Manager at the City of Vancouver
- Sandra Phillips, Shared Mobility Architect, CEO & Founder at movmi
- Meina Schoeffel, Executive Director at the Metro Vancouver Zero Emissions Innovation Centre
- Karen Tam Wu, Climate Action Advocate & Policy Advisor
- Jennifer Wah, Senior Sustainability Specialist at the City of Vancouver

Over the 10 months, Women4Climate mentees commit to the following:

- To meet an assigned mentor for minimum 1 hour per month (in person or virtually) from October 2022 to July 2023
- Attend 2-3 Vancouver-hosted W4C events including orientation on October 6th, plus 1-2 additional online networking opportunities (like January and June 2023)
- Attend C40-hosted monthly remote training and networking sessions where possible (1-2h per session).

Upon successful completion of these requirements, mentees will be awarded a certificate of completion for the Women4Climate Mentorship Program in September 2023. Mentees that participate in 70% or more of the training sessions offered by C40 will receive a certificate of mentorship programme completion.





# PROGRAM OPPORTUNITIES

## C40 MENTORSHIP GUIDES

C40 has prepared two documents to help to guide and support mentees and mentors during their monthly one-to-one meetings: *W4C Mentoring Guide* and *Structuring Mentoring Meetings*.

## W4C BI-MONTHLY TRAINING & NETWORKING

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, based on feedback from mentees. Mentees that participate in 70% or more of the training sessions offered by C40 will receive a certificate of mentorship programme completion.

Mentees are also invited to attend bi-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.

## W4C MASSIVE OPEN ONLINE COURSE

[Developing Skills for Women Leadership in Climate Action](#) is a four-week course that aims to empower women to strengthen their leadership skills, encourage the delivery of climate initiatives rooted in inclusion and equity, and to provide a knowledge base on the disproportionate impacts of climate change on women.

## C40 WOMEN4CLIMATE KNOWLEDGE HUB & EXPERTS ACCESS

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 offers you the opportunity to consult relevant technical experts working in the following sectors: adaptation and water, air quality, energy and buildings, food systems, transportation, urban planning, and waste management. 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 bi-monthly Women4Climate E-Digests, or can be requested from the Women4Climate team.

# PROGRAM PARTNERS

## C40 CITIES

C40 is a network of nearly 100 mayors of the world's leading cities who are working to deliver the urgent action needed right now to confront the climate crisis and create a future where everyone, everywhere can thrive. Mayors of C40 cities are committed to using a science-based and people-focused approach to help the world limit global heating to 1.5°C and build healthy, equitable and resilient communities. Through a Global Green New Deal, mayors are working alongside a broad coalition of representatives from labour, business, the youth climate movement and civil society to go further and faster than ever before.

The current Chair of C40 is Mayor of London Sadiq Khan; and three-term Mayor of New York City Michael R. Bloomberg serves as President of the Board. C40's work is made possible by our 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 preparing for the growing impacts of climate change through the [Climate Adaptation Strategy](#).

## ZEIC

The Metro Vancouver Zero Emissions Innovation Centre (ZEIC) is an independent non-profit and pending charity that is part of the Low Carbon Cities Canada (LC3) network established by the Government of Canada and the Federation of Canadian Municipalities (FCM).

ZEIC's mandate is to catalyze, accelerate and scale climate action innovation across Metro Vancouver related to green buildings, renewable energy and transportation through a combination of impact investing, granting, partnerships, research and capacity building.



# CONTACT INFORMATION

## C40 CITIES COMMUNICATIONS

C40 will be in contact with all mentees and mentors throughout the 10-month program. They will run mid-mentorship and end-of mentorship 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 emails. Mentees can also join Women4Climate's [LinkedIn group](#), and follow [@Women4Climate](#) on Twitter for updates. Stay tuned for more information!

For queries related to C40's knowledge hub, training opportunities, webinars, or C40 experts contact: Nina Jeffs, Women4Climate Programme Manager: [njeffs@c40.org](mailto:njeffs@c40.org) and cc: [women4climate@c40.org](mailto:women4climate@c40.org).

## ZEIC COMMUNICATIONS

Wendy de Hoog from the Metro Vancouver Zero Emissions Innovation Centre (ZEIC) 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 [info@zeic.ca](mailto:info@zeic.ca).

## CITY OF VANCOUVER COMMUNICATIONS

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

Stay up to date with the latest climate and environmental news and events by signing up to our monthly newsletter. [Sign up here](#).



# THE MENTEES AT A GLANCE

**Mahdis Araujo** Barriers to Electrification in Indigenous & Community Housing

**Nazli Azimikor** Lean Green Region

**Mae Flanders** We Are One

**Melissa Hamer** Net Zero Energy/Emissions Training

**Molly Henry** Vancity Advocacy on Decarbonizing Buildings

**Aubree Mcatee** Cascades

**Arushi Raina** Climate adaptation for Spinal Cord Injuries (SCI)

**Darla Simpson** Strata Energy Advisor Program

**Christine Thuring** Green Roofs for Cool Cities

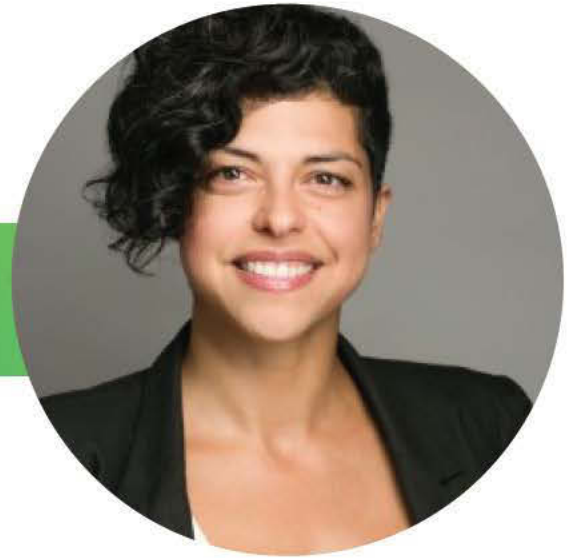
**Justine Wiklo** Affordable Housing Navigator

**Caroline Wisheart** BGC Sustainability Committee



**MAHDIS ARAUJO**

MENTORED BY: SANDRA PHILLIPS



## **BARRIERS TO ELECTRIFICATION IN INDIGENOUS & COMMUNITY HOUSING**

### **About the Project**

Mahdis works as an EV Advisor with Plug In BC, where she helps to address barriers to bringing Electric Vehicle charging infrastructure to multi-unit residential buildings (MURBs), and workplaces. MURBs face many barriers to electrification: Equity and access for all residents, future proofing, working with the existing electrical capacity, getting a majority yes vote for making structural changes to a building, the upfront cost of implementation, and addressing misconceptions to electrification and EV adoption.

In addition to above barriers, marginalized communities face further challenges when it comes to EV adoption. This is the focus of the Barriers to Electrification in Indigenous and Community Housing Research Project.

Though there are hypotheses to what these barriers may be, Mahdis and her team want to hear what these barriers are directly from residents of marginalized communities, as well as organizations that work within these communities. The research data, as well as possible solutions to barrier will be published and available to governments and other organizations working within these communities to bring equity and adequate support for widespread EV adoption.

### **About Mahdis**

Mahdis is currently working as an EV Advisor with Plug In BC, a program of the Fraser Basin Council. She works to address barriers to bringing Electric Vehicle charging infrastructure to multi-unit residential buildings (MURBs), and workplaces. Prior to this, she worked as an ambassador for a municipality where through outreach and education of residents, students and the community at large she contributed to waste reduction, water conservation and reduction of conflict with wildlife in urban areas. She also founded many initiatives such as Repair Cafés, River and Trail Clean ups, and Recycling Drives as further means to community building and waste reduction. Mahdis sits on the board and volunteers with multiple non-profit organizations working towards protection of mature tree populations, human rights, youth empowerment and waste reduction. She believes in holistic approaches to community and resilience building that lead to protection of our home planet, its inhabitants and resources.

**2022**  
**mentees**



## LEAN GREEN REGION

### About the Project

Lean Green Region is an initiative to facilitate the application of Systems Thinking and Lean methodology in two local government bodies to help them reach higher levels of sustainability. As the supervisor of Continuous Improvement, I will be working with teams across Water Services Utility in Metro Vancouver to find improvement opportunities and to continuously reach higher levels of sustainability, safety, quality, service delivery, equity and fiscal efficiency. I will be helping the department identify tangible means to measure GHG emissions, energy consumption and environmental impact in managing its water infrastructure. This data-driven approach will help teams navigate the complexity of aiming at multiple, sometimes competing, objectives and find opportunities to apply innovation to their processes.

As a member of the Environment and Climate Advisory Committee to the City of New Westminster, I will be working with other committee members to consider a systemic response to climate change. In advising the City's Environment and Climate Task Force on Board actions related to climate change, addressing interdependencies and ensuring equity will increase our chances of success.

### About Nazli

Nazli is the Supervisor of Continuous Improvement in Water Services at Metro Vancouver. She is also a member of the advisory committee on Environment and Climate at the City of New Westminster. With a graduate degree in Civil engineering and over 10 years of experience in engineering design and construction, she appreciates the challenges faced by public sector organizations to reduce greenhouse gas emissions and increase climate resilience. She is passionate about applying systems thinking and process innovation to overcome these challenges.

Nazli has a passion for inspiring and empowering her colleagues and bringing out of the box thinking to public sector organizations. Realizing the important role that policies and procedures play in public sector utilities, she envisions a future where effective policies, efficient processes and a culture of collaboration continuously yield accelerated learning and innovative solutions.





## WE ARE ONE

### About the Project

"We Are One" Project will provide Indigenous Youth (ages 18-30) a foundation in high performance building science principles. A combination of hands-on deep energy retrofit of a cabin with interactive online and in-class leadership and ski training. Students will also build soft skills in communication, leadership, and teamwork with a focus on Indigenous perspectives. At such a critical time, it will empower Indigenous participants to pursue in-demand careers in the sustainable construction industry, and ultimately help to improve Indigenous housing.

This project is the continued collaboration of a passionate and proven team to create Indigenous career pathways in the high performance buildings sector to support transition to a net zero economy. Building capacity within Indigenous Nations, communities, and housing providers to construct climate change resilient, high performance buildings contributes to sustainable development, reconciliation, and enhanced self-governance.

### About Mae

gi akas a, (Kwakwaka'wakw - We come & thank you)

My name is Mae Flanders, my roots are from Mama iiku'la First Nations and Daajing Giids (Haida Gwaii). I grew up away from my culture, but I have connected back to my roots since I have had my children.

I have been in the Housing Sector for 11 years serving the D E S Vancouver residences.

I work for the Aboriginal Housing Management Association (AHMA) for the past 3.5 years. Last year I transitioned from Operations as a Portfolio Manager over to the Asset Management Department as an Indigenous Energy Advisor role at AHMA.

Housing is very important to me because I believe we all deserve an affordable, safe, secure, and sustainable home. We have all the natural resources around us to make our communities and homes energy efficient and last for generations.

Throughout my career, I have had the privilege to learn from people who are passionate in this field, and this I am so grateful for their patience, knowledge sharing and mentorship.

gi akas a,

2022  
mentees

**MELISSA HAMER**

MENTORED BY: ROBYN WARK



## **NET ZERO ENERGY/EMISSIONS TRAINING**

### **About the Project**

My projects focus on Net Zero (Energy and Carbon) design and construction training for designers, builders, contractors, and policymakers. Some projects include partnering with Indigenous communities on Net Zero training, integrated solar electrical design, and embodied carbon courses.

### **About Melissa**

I am a learning and development professional in Zero Energy Building, adult education, technical training, and gender and technology. I have led the development of learning products, facilitated Discovery and strategy sessions; and delivered training including eLearning, instructional videos, assessments, instructional guides, and workshops.

My interests are community based learning, justice, and summarizing technical information into understandable and accessible formats.

I currently live near the Skwxwú7mesh (Squamish) ancestral village of Senákw on the traditional Hən̓q̓əmiñəm and Skwxwú7mesh territories of the Skwxwú7mesh, Sei Waututh, and xʷməθkʷəy̓əm Nations.

**2022**  
**mentees**





## **VANCITY ADVOCACY ON DECARBONIZING BUILDINGS**

### **About the Project**

Vancity credit union uses the tools of finance and our community relationships to expand economic opportunity, improve the well-being of our members, and make our communities better. We are committed to building a clean and fair world, and one way we are delivering on that is by working to reach net-zero emissions in our lending portfolio by 2040. With residential and commercial mortgages making up a significant portion of our lending, decarbonizing new and existing buildings will be key to reaching this goal.

Public policy plays a critical role in advancing building decarbonization at the scale and pace required, and in the face of the climate emergency, we believe it is our responsibility as a financial institution to support government actions that reduce emissions while protecting the physical and economic well-being of people. To do this, Vancity is implementing a climate advocacy strategy and will also support other organizations in the private sector to use their voice and power in support of policies that create an equitable net-zero future.

### **About Molly**

Molly thrives on connecting people and ideas and working with others to make systems evolve change. She holds a master's degree from the Simon Fraser University School of Public Policy and has spent a decade working on climate change as a policy and communications expert. Molly currently works at Vancity, developing and implementing the credit union's public policy agenda, and previously served as an advisor in the Government of British Columbia and to Vancouver Mayor Gregor Robertson. Passionate about building democratic processes and public policies that are shaped by and reflective of the people they serve, Molly is continuously working to empower people to participate in government decision-making. She is currently a Board member for CityHive, a Metro Vancouver-based youth-led and youth-run non-profit on a mission to transform the way that young people are engaged in shaping their cities.

**AUBREE MCATEE**

MENTORED BY: RHONDA LUI



## CASCADES

### About the Project

Aubree's work locally takes place in collaboration with VCH and the UBC Planetary Healthcare Lab. As part of CASCADES she is supporting efforts to transform systems and practices to move toward climate resilience, low carbon and sustainable health systems.

One of the projects that she is supporting and has recently been launched is the Planetary Health Capital Projects working group at VCH. This work is committed to bringing a planetary health lens to the capital projects across the health authority. This work is connected to two core actions with the Climate Adaptation Strategy, core action 1 and 2: climate robust infrastructure and climate resilient buildings. Her role in this climate initiative will be to support the spread and scale of these efforts, through the development of a playbook that will document their learning process and strategies. This will then be adapted for other health authorities across the Lower Mainland, BC and other provinces.

### About Aubree

Aubree is passionate about facilitating connections to place through education, community building and systems change work. With a background in place-based learning, Aubree spent five years in the field of education program development and land conservation in Chile, before moving to Canada, where she completed a master of education for sustainability and worked for both UBC's Sustainability Initiative and B.C. GreenCare, leading programs and engaging stakeholders in sustainability.

Aubree currently leads the development and implementation of innovation projects across Western Canada as the regional project coordinator, working within the UBC Planetary Healthcare Lab for CASCADES. Her interests intersect climate action, community wellbeing, and planetary health.

In her free time, she enjoys cooking with friends, going on bikepacking adventures, and tending to her garden. She is grateful to work and live on the traditional and unceded territories of the Skwxwú7mesh (Squamish), and Səlilwətaʔ/Seiwitwəh (Sei Waututh) and xʷməθkʷəy̓əm (Musqueam) Nations in Vancouver, B.C.

**ARUSHI RAINA**

MENTORED BY: ELEENA MARLEY



## **CLIMATE ADAPTATION FOR SPINAL CORD INJURIES**

### **About the Project**

People with disabilities, specifically spinal cord injuries (SCI) are disproportionately affected by climate change, including heatwaves locally, resulting in dangerous impacts on health due to body overheating and difficulty in evacuating buildings. This project will identify the best solutions internationally that are scalable, affordable and meet people with disabilities' needs, with wider applicability to the city. The potential reduction on GHGs by putting place sustainable cooling technology alone would be significant internationally, while also saving lives.

### **About Arushi**

Arushi Raina is a leader in health innovation, with a background in management consulting, startups and working with government and non profits. She is excited about bringing her passion for healthcare and her current role as a the Director at Praxis Spinal Cord Institute into the intersections into climate change and adaptation.

**2022**  
**mentees**





## **STRATA ENERGY ADVISOR PROGRAM**

### **About the Project**

My project idea has grown out of the strata energy advisor pilot program. The objective is to support strata-owned multi-family residential buildings in decarbonizing their buildings at the time of end-of-life renews. This audience group falls between commercial and single-family residential incentive programs and have been under-supported in traditional energy efficiency programs. Making up 24% of our provincial housing stock, they represent a potential Provincial GHG reduction of 3-11% from the building sector. However, the complex ownership and decision-making structure make it a difficult audience to reach. My hope is to build support for a constellation of programs that could assist strata buildings in the low-carbon transition. Including:

1. Information and resources to make informed decisions and capital planning using a low-carbon road map that integrates adaptation strategies;
2. Incentive programs for studies and low-carbon technologies;
3. Access to financing programs that can reduce the financial burden. This last item is particularly important as for maintaining affordable housing in our region and preventing renovations from huge evictions or sky-high maintenance payments.

### **About Darla**

I've worked in energy and climate change since graduating from the University of Alberta with a BSc. in Environmental Conservation Sciences. The first half of my career I worked in advocacy and non-profits. Eleven years ago I joined SES Consulting, an HVAC and Controls Engineering firm specializing in low-carbon retrofits, where I lead the Sustainability Services portfolio. Through this I work with clients to provide training and develop programs that support communities adopt technologies and behaviours to reduce GHG emissions.

In addition, I also sit as Director of Sustainability and Culture at SES. Through this I've learned about the intersectionality of the energy and climate issue. I've led initiatives to increase diversity and inclusion at SES and in the engineering community, I've developed wage reform and hiring strategies to reduce unconscious bias and continue to advocate for Business as a Force for Good through our BCorp certification.

All of this is made possible by my wonderful partner Neel and our son Kai, who remind me every day why this work is so important.

**2022**  
**mentees**



**CHRISTINE THURING**

MENTORED BY: SARAH YADA SETO



**GREEN ROOFS FOR COOL CITIES**

**About the Project**

Green roofs (GRs) are multi-functional technologies offering social, economic, and environmental benefits, all at the same time. GRs provide significant thermal insulation in summer months, reducing the need for air conditioning, thus reducing emissions and alleviating the Urban Heat Island. When integrated with solar panels, GRs enhance energy production and efficiency.

This is a crucial time for decisions on Vancouver's development, with huge implications for climate, society and economy. As a spokesperson for GRiBC, I have been participating and contributing to the City's current stakeholder workshop series, "Green Rainwater Infrastructure Pathways Study", which explores how GRs will be integrated into the residential realm under Rain City Strategy.

With the goal of ensuring green roof technology is considered in all development projects here and across the region, I aspire to advance lasting and meaningful progress: in the widespread implementation of vegetated rooftops.

**About Christine**

Christine Thuring began her career in applied plant ecology, and turned her attention to the roofscape in 1999 with one simple question: can green roofs function as ecosystems? This question led her on an interweaving journey through research, industry, practice and education. She holds one of the first Master's degrees from the Penn State Centre for Green Roof Research (2005), as well as a PhD from the Dept of Landscape at University of Sheffield (2016). She teaches the green roof and living wall courses at the British Columbia Institute of Technology "Centre for Architectural Ecology", and is an accredited Green Roof Professional. Above all, Christine is committed to biodiversity and the post carbon future. She is based in North Vancouver, BC.



## AFFORDABLE HOUSING NAVIGATOR

### About the Project

As the cost of housing rises, Canadians are struggling to find affordable housing throughout the country. The new supply of housing has not kept up with the demand, and as non-profit housing providers struggle to navigate the complexities of new developments, many projects are cancelled before they can even start.

The Affordable Housing Navigator (AHN) is a software tool in development that aims to help non-profit housing developers to identify viable, sustainable design options to create comfortable and efficient housing, early in the planning process. This tool will allow non-profit housing providers and developers to quickly find the right balance between construction costs, energy performance, and climate resilient. By making this type of analysis available and highly visible for decision makers, the project aims to help more affordable housing projects to get approved and to ultimately meet their affordability objectives.

### About Caroline

Justine is an aspiring social innovator and city shaper, and a lifelong advocate for accessibility, decarbonization and climate equity.

Justine has a uniquely multidisciplinary background. She holds a Bachelor of Science in Physical Geography from Simon Fraser University, and she also earned an advanced diploma in Sustainable Business Leadership at the British Columbia Institute of Technology in 2021. Prior to completing her studies, she spent over 5 years working in special education.

She joined OPEN Technologies in May 2021, where she leverages her experience in project coordination, technical research, and communications, to support OPEN's operations, business development, and research activities. In her role at OPEN and on the Affordable Housing Navigator project, Justine is focused on continuing to hone in her skills and knowledge when it comes to project management and promoting climate equity solutions.

When she's not working, Justine enjoys being outside, whether it's hiking, paddling, skiing or most recently, running long distances.





## **BGC SUSTAINABILITY COMMITTEE**

### **About the Project**

The objective of the BGC Sustainability Committee is to advise BGC on becoming an environmentally sustainable organization. The committee will have three main areas of focus: carbon footprint reduction, employee engagement/education and sustainability accountability.

The committee will work to understand what the company's emissions are, and where improvements can be made. Greenhouse gas accounting will be completed internally; once emissions sources are understood, actions will be prioritized based on their impact and a plan will be developed to implement them.

Employee engagement and education will be initiated through employee-facing events. The purpose of these events is to implement system changes that make it easy for employees to make sustainable choices, as well as to empower employees to carry the changes into their lives outside of work. Examples of employee-facing events include recycling drives, community clean-ups or green commuting weeks. Sustainability accountability will be achieved by publishing annual sustainability reports detailing progress towards sustainability goals, and areas that need to be improved. The committee will also be advising on accreditations that BGC can pursue.

### **About Caroline**

Caroline grew up between the mountains and the ocean of Vancouver's North Shore and spent a lot of time playing outside as a child. Spending time living in other parts of Canada made Caroline appreciate how unique the city of Vancouver is, and how vulnerable it is to a changing climate. Caroline enjoys finding creative and fun ways to reduce the impacts of her daily life, from bike commuting to recycling electronics to optimizing airflow in her apartment to reduce heat.

Caroline has a bachelor's and master's degree in Civil Engineering from Queen's University. Her master's research was looking at methane release from peatlands, trying to quantify this potentially large, and misunderstood, emitter of greenhouse gas. Caroline now works for BGC Engineering.



# THE MENTORS AT A GLANCE

<b>Michelle Bonner</b>	Community Investment Manager, Vancity
<b>Gemma Dunn</b>	Water Market LEader Western Canada, GHD
<b>Kate Hammer</b>	CEO, Vancouver Economic Commission
<b>Brenda Knights</b>	CEO, Vancouver Native Housing Society
<b>Rhonda Lui</b>	Executive Director, New St. Paul's Redevelopment Project
<b>Eleena Marley</b>	Vice President of Engagement, Vancouver Foundation
<b>Sandra Phillips</b>	Shared Mobility Architect, CEO & Founder, movmi
<b>Irina Scarlete</b>	Founder and CEEO, AMNI.org
<b>Kathy Wardle</b>	Principle & Director of Sustainability, Perkins+Will
<b>Robyn Wark</b>	Manager, Advanced Demand Side Management, BC Hydro
<b>Sarah Yada Seto</b>	Vice President Marketing, BakerWest Real Estate

**MICHELLE BONNER**

MENTORING: CAROLINE WISHEART



**COMMUNITY INVESTMENT  
MANAGER, VANCITY**

**About Michelle**

Michelle is a Community Investment Manager with Vancity, Canada's largest community credit union, where she leads the Energy Retrofits program area. She facilitates funding relationships with community partner organizations to enable the decarbonization of existing buildings and to support Vancity's commitments to be net zero across its finance emissions by 2040 and to financing an equitable climate transition. Michelle has been working in the fields of environmental sustainability and climate for more than two decades. Prior to joining Vancity, she served as Vice President and Training Manager with Climate Smart (now Radicle Climate Smart), an award-winning certified B Corp, where she led the design and delivery of Climate Smart's training and certification program to help small and medium-sized enterprises measure and reduce their carbon emissions.

**GEMMA DUNN**

MENTORING: NAZLI AZIMIKOR



## **WATER MARKET LEADER WESTERN CANADA, GHD LTD**

### **About Gemma**

I am an environmental and social scientist who is deeply committed to contributing to local and global environmental sustainability and climate resilience through holistic and integrated approaches.

I am an accomplished project leader, consultant, researcher and advisor, with 20 years experience in water sustainability at company, city, nation and international scales.

Over the past two decades I have worked on innovative water projects across Europe, North America and Australia, in both the public and private sector.

Trained in both natural and social sciences, I have a strong technical background in water management coupled with significant policy and governance expertise.

In 2020, I joined GHD as a global leader in integrated water management (IWM/One Water) where I serve as the IWM Service Line Coordinator for the Americas, and the Water Market Leader for Western Canada.

I am committed to advancing water resilience and sustainability, especially in the region where I live, work and play.



**KATE HAMMER**

MENTORING: DARLA SIMPSON



**VICE PRESIDENT OF ENGAGEMENT,  
VANCOUVER FOUNDATION**

**About Kate**

Kate brings over 15 years' experience in social impact work in Vancouver, Toronto and New York City. Her experience includes public policy, climate action and sustainable finance advocacy and communications. She will be starting a new role in October as Vice President of Engagement at the Vancouver Foundation, after serving for nearly three years as Director of Government Relations at Vancity.

She started her career as a reporter covering breaking news for the New York Times and the Globe and Mail, winning awards for her feature writing and investigative work, and later served as a senior advisor to the former Premier of Ontario.

She lives in Vancouver with her family, including an elderly feeder fish and two young children.

**BRENDA KNIGHTS**

MENTORING: MAE FLANDERS



**CEO, VANCOUVER NATIVE  
HOUSING SOCIETY**

**About Brenda**

Brenda Knights is an indigenous entrepreneur, with board experience, serving the indigenous people of Canada. She also has experience in a leadership role, advocating for social housing for indigenous people. Brenda lives by 7 traditional laws which have been around since time immemorial: health, happiness, humbleness, generations, generosity, forgiveness and understanding. Brenda is the Great, great, great granddaughter of Grand Chief Watt ekanium who met the Simon Fraser expedition in present day New Westminster.

Indigenous teachings tell us that it takes 7 generations for change and Brenda's daughter represents the 7th generation since Grand Chief Watt ekanium. In addition to Brenda's work in indigenous economic development, she formerly worked for Coast Mountain Bus Company, a subsidiary of TransLink, where she served in a variety of Management roles. She also volunteers on a board servicing underprivileged indigenous women and children.

**RHONDA LUI**

MENTORING: AUBREE MCATEE



**EXECUTIVE DIRECTOR, NEW ST.  
PAUL'S REDEVELOPMENT  
PROJECT**

**About Rhonda**

Rhonda has over 20 years of experience in senior management roles within the construction and healthcare industry, most recently as the Executive Director for the New St. Paul's Redevelopment Project. She is responsible for the oversight of the Design/Build team focusing on the development of the technical specifications and rezoning of the Station Street site. As part of the rezoning work with the City of Vancouver, Rhonda was responsible for implementing the multi-climate hazard, vulnerability and risk assessment working sessions, which influenced the hospital specifications and design. Her team also leads the resilience and sustainability work through design build process.

Prior to that, Rhonda was the Design/Build Senior Project Manager for BC Children's and Women's Health Acute Care Centre from the inception of the business case through to construction. Previously Rhonda worked for general contracting companies in the heavy civil construction industry.



**ELEENA MARLEY**

MENTORING: ARUSHI RAINA



**CEO, VANCOUVER ECONOMIC  
COMMISSION**

**About Eleena**

A mum of two gorgeous boys, originally from the UK and passionate about kindness and curiosity. A seasoned, experienced business leader and strategic advisor, passionate about the public sector. Focus areas include empowering people, solving today's challenges and making a real impact for the better.

Eleena is responsible for leading the Vancouver Economic Commission to deliver its mission to build a prosperous, inclusive, and resilient economy for Vancouver, in collaboration with a range of government, academia, non-profits, and the business community. Eleena's focus is to continue to build a high performing team that delivers targeted strategic programs and initiatives that support Vancouver's transformation to the economy of the future, whilst deepening relationships with strategic partners and funders.

Eleena has over 20 years of experience as a strategic business advisor and team leader, having worked in both the public and private sectors in Canada and across the UK. Eleena has provided professional business advisory services including strategic business reviews, large scale infrastructure investment programs and strategic performance improvement initiatives to various levels of governments and private sector organisations. More recently, Eleena has worked in the City of Vancouver's Business Planning and Project Support team delivering strategic business advisory services to cross-departmental projects, and managing prioritised strategic business relationships on behalf of the city.

**SANDRA PHILLIPS**

MENTORING: MAHDIS ARAUJO



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

**About Sandra**

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 worldwide 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 of 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, I-SAmerica, UIP and GoWithFlow.

**IRINA SCARLETE**

MENTORING: MOLLY HENRY



**FOUNDER AND CEEO,  
AMNI.ORG**

**About Irina**

Following 13 years in Management Consulting for a large firm, I pivoted my career and launched a firm focused on the advancement of sustainability via a hybrid model for leadership development and niche advisory focused on the integration of environmental, social, and governance within organizations for both growth and longevity.

I am a passionate advocate of human diversity, in all of its forms, and believe much can be gained from a grounding in the way the natural world and its systems intersect.

The source of my inspiration for the work I now do came from having children for whom I felt it was worth asking the big questions in life, and working towards building a world that would be better to them when they grew up than it is to most grown-ups. This led me to pursue an MBA and find others who shared a different worldview with respect to what can be achieved when we work together on solving complex challenges, such as climate change—the big common denominator that impacts all.



**KATHY WARDLE**

MENTORING: JUSTINE WIKLO



**PRINCIPLE & DIRECTOR OF  
SUSTAINABILITY, PERKINS+WILL**

**About Kathy**

As Principal and Director of Sustainability, Kathy plays an instrumental role in the development of high performance green building projects and is currently advising on three large scale projects pursuing net zero operational carbon design. Kathy manages a team of sustainable building design and energy advisors that offer clients a range of sustainability services. Kathy is well versed in sustainability issues ranging from resilient design, energy, and carbon performance of buildings to the health and wellness of building inhabitants. Kathy sits on Perkins and Will's resilient design taskforce, co chairs the firmwide Living Design Initiative, and chairs Dar Group's Sustainability Council.

**ROBYN WARK**

MENTORING: MELISSA HAMER



**MANAGER, ADVANCED DEMAND  
SIDE MANAGEMENT, BC HYDRO**

**About Robyn**

Robyn Wark, MRM, MCIP has worked at the forefront of low carbon communities in BC for over 25 years geeking out as a policy nerd, strategizing green building and electric vehicle requirements, and building numerous successful teams and networks. She is currently Manager of Advanced Demand Side Management at BC Hydro - BC's crown electricity utility. She is proud of British Columbia's leadership in green building (she is Co-Vice Chair of the award-winning BC Energy Step Code Council), electric vehicle charging requirements (leading regulations in North America), and unique collaborations between industry, educational institutes, and government.

Robyn is a popular speaker and has shared lessons from her work extensively with professional organizations, universities, government, and conferences. Her work has won awards from Real Estate Foundation of BC, the Federation of Canadian Municipalities, the Canadian Institute of Planners, and the Planning Institute of British Columbia. Outside work, she coaches her 2 sons' unruly soccer teams which is by far her most challenging job to date.

**SARAH YADA SETO**

MENTORING: CHRISTINE THURING



**VICE PRESIDENT MARKETING,  
BAKERWEST REAL ESTATE**

**About Sarah**

I am a senior marketing and communications professional based in Vancouver with over 20 years experience in real estate, sustainability, and the community/non-profit sectors.

I am VP Marketing for BakerWest Real Estate, the agency responsible for condominium sales at Curv, the tallest Passive House in the world in downtown Vancouver. I have also previously consulted for Passive House Canada, the Canadian arm of the Passive House Institute. I am passionate about marketing and how we can communicate the benefits of sustainability in an engaging and thought provoking way.

My diverse portfolio of work spans from launching world class, condominium developments to producing grassroots campaigns for non-profit organizations. I have worked on projects throughout Canada and the US, including Vancouver, Victoria, Calgary, Toronto and Seattle.

I was also Marketing Director for some of the city's most innovative real estate brands including Westbank, Bosa Properties, and Rennie Marketing, and was the Program Manager for the Sustainable Communities and New Home Programs at BC Hydro.



