

Facilitator – All Youth Matter: Inclusion Training

Are you passionate about equity in sport, recreation, or physical activity? Do you have lived experience of exclusion or marginalization — and want to help others create more inclusive, welcoming spaces for youth in your community and beyond? We'd love to receive your application.

About All Youth Matter: Inclusion Training

All Youth Matter is a powerful, story-driven training program developed by [viaSport](https://www.viasport.ca) to help coaches, recreation staff, and other youth-serving adults create safer, more equitable environments for all young people. The training was co-created in response to direct input from youth across British Columbia, who shared their experiences of exclusion and what would make them feel safer, more welcomed, and better supported in sport and recreation settings. Their voices shaped the core content and approach of this program.

Through facilitated conversations, real-world examples, and storytelling, this workshop helps adults reflect on how identity, power, and life experience shape access to sport and recreation — and what they can do to reduce barriers for youth who are often excluded. It has a proven track record of high impact across a variety of sectors.

The training consists of three interactive modules, delivered in a single 3–4-hour session or broken into multiple shorter sessions, depending on community needs. Workshops are offered both in person and virtually.

We're currently seeking new **community-based facilitators** to help deliver this training across British Columbia. This recruitment and training process is supported by [Inclusive Experiences](#), a disability-led inclusion firm specializing in anti-ableism and inclusive facilitation.

Who We're Looking For

We're looking for people with strong relational and communication skills — whether developed in community spaces, classrooms, locker rooms, or beyond. We're looking for facilitators who can hold space with intention, curiosity, and connection. That might look like dynamic storytelling, skillful listening, calm

presence, thoughtful pacing, or knowing how to meet a room where it's at. There's no single way to be a great facilitator — what matters most is your ability to invite learning and reflection in ways that feel real, respectful, and grounded. We value facilitators who not only guide learning but also see themselves as learners—open to new perspectives, responsive to the moment, and willing to grow alongside those in the room.

You might be a good fit if you:

- Care deeply about inclusion, equity, and justice for youth
- Have experience in sport, recreation, or physical activity (as a participant, volunteer, staff, or coach)
- Have strong communication skills and are comfortable speaking to groups
- Are excited to lead thoughtful, values-based conversations about inclusion
- Are reflective, self-aware, and willing to grow as a facilitator and learn open from peers
- Feel confident promoting workshops in your own network and taking initiative when opportunities arise

We are especially interested in people who bring **lived experience of exclusion, discrimination, or systemic barriers** — and who are passionate about creating change through inclusive learning environments.

We encourage applications from people who identify as:

- Indigenous, Black, or racialized
- Disabled, neurodivergent, or chronically ill
- 2SLGBTQIA+
- Immigrants, refugees, or first-generation Canadians
- People who have felt excluded or underrepresented in sport, recreation, or education spaces
- People from low-income or working-class backgrounds
- Caregivers, including single parents and those supporting elders or family members
- People from underrepresented cultural, spiritual communities
- People with lived experience navigating systemic barriers

We recognize that identity is complex, and many people hold multiple intersecting identities. If you see yourself reflected in one or more of these groups—or in ways we haven't named—we encourage you to apply.

We're looking for people who are engaged in their communities and motivated to help others learn — whether through formal roles or grassroots connections.

Note: You are not expected to share personal or traumatic stories. If you choose to share parts of your lived experience during facilitation, it will be done purposefully, in your own words, and with care — not as a requirement or emotional labour.

What Facilitators Can Expect

- 2–3 paid workshops per year, coordinated by viaSport
- The opportunity to promote and deliver additional workshops in your network and community
- A two-day facilitator training, likely held in June or July 2025, co-designed and supported by Inclusive Experiences (in-person; travel, accommodation, and meals covered) *
- Connection to a community of practice with other facilitators in B.C. and Nova Scotia
- Support and feedback after your initial workshops to help you grow, as well as a space to soundboard challenges and ideas with others.

* We recognize that travel may not be possible or accessible for everyone due to a variety of factors, including disability, caregiving responsibilities, financial barriers, or health considerations. A hybrid participation option will be available for those for whom in-person attendance would create undue labour or be inaccessible. We encourage you to apply, and we'll explore the best ways to support your participation, knowing that a lifetime of disclosing access needs comes with a range of experiences—positive, negative, or neutral. We will do our best.

Facilitators will receive meaningful support throughout their onboarding and initial delivery, including a two-day training session, the chance to pilot a session, and one-on-one mentoring. After this initial learning phase, most ongoing support will come through a peer-based community of practice facilitated by Inclusive Experiences. While viaSport is committed to equity and learning, day-to-day guidance after onboarding will be lighter — so this opportunity is best suited for facilitators who are comfortable working independently with community support.

Compensation

Facilitators will be paid for:

Preparing for and delivering workshops (including a pilot) Payment is **\$375 per workshop**, delivered by a single facilitator. Payment is \$300 per facilitator when the session is co-delivered. Travel, accommodations, and meals will be covered for in-person training.

Growth Opportunity

Facilitators who demonstrate excellence in delivery, inclusive leadership, and relational facilitation may be invited to apply for a role that includes co-training and mentoring new facilitators. Additional compensation will apply.

Accessibility & Application Support

We are committed to creating an inclusive and barrier-reduced experience throughout the recruitment and training process.

Applicants can expect:

- **Physically accessible training venues** and **covered travel costs**
- **Flexible application options** — you can apply via written, video, or audio submission
- **A chance to share your access needs** in advance of interviews, training, and facilitation
- **A trauma-informed interview process**, which means:
 - o You won't be asked to share personal or painful stories
 - o You'll know what to expect ahead of time
 - o You can take breaks, pass on questions, or ask for clarity at any point
- **A respectful and supportive environment**, where you can ask questions and clarify expectations throughout.
- **Opportunities to provide feedback** on your experience and help shape future facilitator recruitment and support

We strive to meet a range of needs — including physical, sensory, cognitive, communication, and cultural considerations. If there's something you need to participate fully, we're here to listen and work with you.

How to Apply or Nominate Someone

If this opportunity speaks to you — or someone you know — we'd love to hear from you.

To apply or nominate someone, please complete this short form by June 15, 2025, at 3:59 PM Pacific Time.

[Apply here](#)

If you prefer to apply another way — such as by sending a video, audio file, or email — you are able to upload your submission in your preferred format in the application form at the link above.

If you have any questions, need support with the application process, or would like to request an accommodation, please contact: Kevin Bowie (Manager, Sport Development) — kevinb@viasport.ca We're happy to work with you to ensure the process is accessible and respectful.