

22WRMC

- Emergency Planning and Crisis Response
 Expo & Break
 Field Practices
 General Session
 Legal and Insurance
 Meal Plan
 Mental/Social/Emotional Health
 Poster Session
 Pre-Conference
 Program Administration
 Short Talk Series
 Social Hour
 Staff Training & Decision Making
 Structured Networking

OCTOBER 18 - TUESDAY

<p>PINNED 7:00am – 8:00am</p>	<p>R Pre - Conference Check In Registration Table</p>	<p>Lake Champlain Foyer (Double Tree by Hilton Vermont, Burlington)</p>
<p>8:00am – 5:00pm</p>	<p>R Pre-Conference - Waitlist Only WFR Recertification <i>Speakers: Gates Richards, Tod Schimelpfenig</i> Pre-Conference Full - Waitlist Only Wilderness First Responder (WFR) Recertification Additional cost \$345. Review, practice, and stay on top of your skills with NOLS Wilderness Medicine's Wilderness First Responder Recertification Course! This scenario-based approach to recertification provides you the opportunity to test your skills against realistic situations. You'll practice and relearn wilderness medicine protocols, review evacuation and decision making guidelines, and receive the latest updates in wilderness medicine over the course of two days. Check out the online resources ahead of time, because you'll start the course with a written exam! You'll learn both in the classroom and in outdoor settings regardless of weather, so come prepared for wet, muddy, cold or hot environments! Please carefully review the COVID Vaccination Policy for this program.</p>	<p>Emerald III - 1st Floor (Double Tree By Hilton, Burlington, VT, USA)</p>
<p>8:00am – 5:00pm</p>	<p>R Pre-Conference Risk Management Training for Administrators (NOLS) Pre-Conference Session - Additional Cost \$800 Whether your program is small or large, wilderness based, or study abroad, you have the responsibility to your staff and participants to invest in risk management planning. Building a comprehensive risk management plan can feel daunting. Our goal is to provide you a structured approach and tools to build a risk management plan appropriate for your organization. We've spent more than 50 years managing risk in wilderness environments around the world, and we're always learning. Join us to connect and share your valuable experience with peer programs, and let us share our experience and lessons learned with you.</p>	<p>Amphitheater - Ground Floor (Double Tree By Hilton, Burlington, VT, USA)</p>
<p>8:00am – 5:00pm</p>	<p>R Pre-Conference WEMSMDC <i>Speakers: Dr. Seth Collings Hawkins</i> Pre-Conference - Additional cost \$600. Pre-Conference Wilderness Emergency Medical System Medical Directors Course (WEMSMDC) Registration for WRMC is not required in order to attend the WEMSMDC. The first Wilderness EMS Medical Director training endorsed by both the National Association of EMS Physicians® and the Wilderness Medical Society™. The premier training program for healthcare providers involved in Wilderness EMS medical direction and oversight. As interest in outdoor sports grows, so do expectations for rescue services and the volume of EMS calls in wilderness (also known as austere or resource-deficient) areas. However, until now there has been no professional society-recognized training for physicians to provide this type of EMS oversight. Many physicians have extensive EMS training, but little wilderness medical experience. Similarly, many physicians have deep wilderness or wilderness medical training, but little exposure to the EMS operational environment or EMS oversight. To address this issue, the Wilderness EMS Medical Director Course was developed to support physicians and other healthcare providers tasked with providing medical oversight to EMS systems operating in a variety of wilderness environments. The Wilderness EMS Medical Director course operates under the dual support of the National Association of EMS Physicians® and the Wilderness Medical Society™. This course will particularly appeal to physicians responsible for medical oversight of search and rescue teams, technical rescue teams, ski patrols, disaster teams, and EMS systems responding to remote or wilderness areas. However, a central tenet of the Course is that all operational areas may have characteristics of austere medical care at some time, and that medical directors need to be as flexible as field caregivers in addressing those situations.</p>	<p>Diamond Ballroom - 1st Floor (Double Tree By Hilton, Burlington, VT, USA)</p>

3:00pm – 10:00pm

R Pre-Conference Adventure Risk Research Symposium (4th annual)

[Online link in Event Description](#)

Speakers: Dr. Jeff Jackson, Dr. Clare Dallat
ARRS ONLINE Only - The 4th Annual Adventure Risk Research Symposium, Chaired by Dr. Jeff Jackson and Dr. Clare Dallat, connects researchers and shares findings from those working on adventure and wilderness risk & safety research.

To attend you can either add this to your schedule in Sched and then use the zoom link or just use the zoom link. Participants do not have to be registered to attend the WRMC to attend the ARRS.

Jeff Jackson, Ph.D. (he, him) is inviting you to a scheduled Zoom meeting.
Join Zoom Meeting
URL: <https://algonquincollege.zoom.us/j/96502706544?pwd=VWZHK0VaZiQrM0o1c1FwVTRvM0RvUT09MeetingID:96502706544Password:866809>
Join by Telephone For higher quality, dial a number based on your current location. Dial:

- Canada: 855 703 8985 (Toll Free)
- US: 877 853 5257 (Toll Free) or 888 475 4499 (Toll Free) Meeting ID: 965 0270
- 6544 Password: 866809 International numbers Join from an H.323/SIP room system H.323: 162.255.37.11 (US West)
- 162.255.36.11 (US East)
- 221.122.88.195 (China)
- 115.114.131.7 (India Mumbai)
- 115.114.115.7 (India Hyderabad)
- 213.19.144.110 (Amsterdam Netherlands)
- 213.244.140.110 (Germany)
- 103.122.166.55 (Australia Sydney)
- 103.122.167.55 (Australia Melbourne)
- 209.9.211.110 (Hong Kong SAR)
- 149.137.40.110 (Singapore)
- 64.211.144.160 (Brazil)
- 69.174.57.160 (Canada Toronto)
- 65.39.152.160 (Canada Vancouver)
- 207.226.132.110 (Japan Tokyo)
- 149.137.24.110 (Japan Osaka) Meeting ID: 965 0270
- 6544 Password: 866809 SIP: 96502706544@zoomrc.com Password: 866809

The focus is on empiricism as a means of improving understanding of practice for adventure risk management and safety. Presenters submitted their peer reviewed research papers earlier in the year, and will present their research during this workshop. Both presenters and non-presenters are invited to join us and contribute to the discussion.

OCTOBER 19 - WEDNESDAY

<p>PINNED 7:00am – 8:00am</p>	<p>R Pre - Conference Check In Registration Table</p>	<p>Lake Champlain Foyer (Double Tree by Hilton Vermont, Burlington)</p>
<p>8:00am – 5:00pm</p>	<p>R Full Pre-Conference Contemporary Incident Analysis Method Training - Learning Accimap <i>Speakers: Dr. Clare Dallat, Professor Paul Salmon, Stuart Slay</i> This pre-conference workshop is full. Please do not add to your schedule.</p> <p>Accidents in outdoor and adventure programs are caused by multiple interacting, and contributory factors. This workshop will provide you with the capability, principles and tools to perform system-wide analyses in your own organisation. The Accimap method (Rasmussen, 1997) has been used to analyse accidents in multiple domains including aviation, patient safety, outdoor education, terrorism, and marine safety. You'll leave with a detailed understanding of how to plan, conduct and communicate your findings to a range of organisational audiences.</p>	<p>Emerald I - 1st Floor (Double Tree By Hilton, Burlington, VT, USA)</p>
<p>8:00am – 5:00pm</p>	<p>R FULL Pre-Conference Understanding White Dominant Culture in Outdoor Organizations <i>Speakers: Lindsay Babbitt</i> THIS SESSION IS FULL - PLEASE DO NOT ADD TO YOUR SCHEDULE</p> <p>Pre-Conference - Additional cost \$50 Go beyond a baseline understanding of white privilege and begin to understand the subtle ways white culture informs your organization's approach to risk management. This work allows us to study our internal landscapes, engage in community dialogue, and reflect on our workplaces. By grappling with difficult and sometimes uncomfortable ideas, we will grow as inclusive risk managers. We'll bring new awareness and specific action ideas back to our organizations, in service of more just communities.</p>	<p>Emerald II - 1st Floor (Double Tree By Hilton, Burlington, VT, USA)</p>
<p>8:00am – 5:00pm</p>	<p>R Pre-Conference Foundations of Stress Injury and Awareness <i>Speakers: Amber Barnett</i> Pre-Conference - Additional cost \$160 The landscape of stress impact and injury in the outdoor industry continues to evolve in the face of climate, political, technology and global stressors. This course offers an overview of 4 tools utilized in the outdoor industry to name, normalize and mitigate depletion and traumatic stress as it occurs. This course will review new innovations and established tools for organizations to identify organizational stress, impact, empower staff to support individual recognition and mitigation of stress, and equip staff and leadership to respond to major incident and internal stressors frequently occurring in the outdoor industry. This course contains an overview of tools for newcomers to the stress injury conversation in the outdoors, or those looking to deepen their understanding or apply the tools to their own organizations or staff trainings.</p>	<p>Valcour Room - Ground Floor (Double Tree By Hilton, Burlington, VT, USA)</p>
<p>PINNED 12:00pm – 1:00pm</p>	<p>R Pre - Conference Check In Registration Table</p>	<p>Lake Champlain Foyer (Double Tree by Hilton Vermont, Burlington)</p>
<p>1:00pm – 5:00pm</p>	<p>R Full RMIS: A Deep Dive <i>Speakers: Rick Curtis</i> This course is Full - please do not add to your schedule.</p> <p>Full Pre-Conference Building a Risk Management Information System (RMIS): A Deep Dive into analyzing Contributing Factors and Mitigating Factors through Incident Database Tracking and Business Analytics Tools</p> <p>Implementing a Systems Thinking risk management approach requires a comprehensive incident data collection methodology. Good data provides trend analysis to identify the contributing factors and mitigating factors that lead to actionable insights for prevention. Learn to integrate Safety I and Safety II methodologies through case study analyses and hands-on practice with on-line incident data. Learn how to use business analytics tools to build interactive accident analyses charts and graphs and graphical accident causation models.</p>	<p>Shelburne Room - Ground Floor (Double Tree By Hilton, Burlington, VT, USA)</p>

1:00pm – 5:00pm

R Pre-Conference "And the Winner Is...(?) Hot Issues, Hot Cases"
Speakers: Catherine (Cathy) Hansen-Stamp, Reb Gregg

Providence Boardroom (Double Tree By Hilton, Burlington, VT, USA)

Pre-Conference - Additional cost \$175

In this interactive session, Cathy and Reb will ask attendees to consider several 2021-22 court opinions addressing significant industry legal issues. Participants will consider - and attack or defend - conflicting arguments pertaining to, for example: the legal duty of care owed to participants, including minors, and factors that can create, change or eliminate that duty; inherent risks and assumption of risks; contracts, including releases; the impact of standards, practices or laws, and other issues.

4:00pm – 5:00pm

R New Attendee and Affinity Space Orientation - No pre-registration required - Free

Lake Champlain Exhibition Theater (Double Tree By Hilton, Burlington, VT, USA)

It's been a while since we've been in person, so a little orientation will help us all make the most of the networking and learning available at the conference. Feeling overwhelmed by the " Sched" or unsure how to interpret workshop descriptions? Curious about how to make the most of your time at the conference, or leaning about our affinity group spaces? You're not alone! Want to meet a few folks who can help show you around and be a friendly face?

Everyone is welcome and encouraged to attend this helpful session.

Join members of the WRMC Steering Committee for an orientation. We'll break into small groups, go over the schedule and event options, offer tips, help you identify workshops that will help you meet your goals, and answer any other questions. You'll also have the chance to meet other attendees and make connections before the opening reception. We hope to see you there!

PINNED

5:00pm – 6:30pm

G Conference Check In - Exhibitor Reception

Lake Champlain Foyer (Double Tree by Hilton Vermont, Burlington)

Conference Check In 5:00-6:00 pm Eastern.

After checking in head to the Expo and to meet with exhibitors, sponsors, Steering Committee members and catch up with friends and colleagues.

Expo, cash bar, and poster sessions from 5:00-6:30 pm.

5:00pm – 6:30pm

P Poster Session #1 All Posters

Lake Champlain Exhibition Hall - Ground Floor (Double Tree By Hilton, Burlington, VT, USA)

Speakers: Jaffar Ali Mohamed Ismail, Barbara Olga Horyn, Khee Meng Loh, Annie Duryea, Luke Costley, Alex Rhue, Elaida Gacad, Kelli McMahan, Allen Goh, Nate Greason, Jeff Baierlein

Posters are on display for the duration of the conference. Presenters will have sessions for interacting with attendees. This is session #1

Poster Topics:

Poster #1: Cultivating a Strong Safety Culture in Your Organization With a Culture Safe Survey Cultivating a good workplace safety and health (WSH) culture goes beyond general safety infrastructure, competencies, and legal requirements. How can you gain insight on your organization and employees' mindsets towards safety and evaluate your safety beliefs, values, and practices? Findings from a safety culture survey will allow organizations to leverage on strengths and close safety gaps by implementing intervention strategies to transform safety mindsets and behaviors, and improve compliance and safety performance. **Presenters - Ms. Elaida Gacad, Mr. Khee Meng Loh**

Poster #2: Developing safety competence among arctic guides in Iceland, Svalbard and Greenland- With limited research on tourist safety in the Arctic, the research contributes to the field of safety, tourism, and education by giving an overview on safety education among guides in Svalbard, Greenland and Iceland. The studies reveal features of arctic guiding program curriculums, yet, give a unique insight into program facilitations across the Arctic region. The purpose of the study is to critically evaluate programs content and teaching methods in developing safety competence among future adventure guides working in the Arctic. **Presenter - Barbara Olga Horyn**

Poster #3: The impact of social affiliations post-accident: relationships that help and hinder - This presentation will report the findings from a study that explored how individuals injured in a wilderness accident, on scene or part of the rescue/response, or impacted by the misfortune of a friend or family members' involvement in an accident coped. Multiple social memberships and affiliations either become a source of support or hinder the recovery process in light of a tragedy. This presentation will explore these realities, identify themes, and present recommendations. **Presenter - Kelli McMahan**

Poster #4: Medical Screening for Wilderness Courses - Being in the wilderness has inherent risks. While striving for maximum participation for a national outdoor program, there is a fine balance between what is acceptable and unacceptable risk thresholds. This will share how Outward Bound Singapore screens thousands of its annual participants for its outdoor adventure education program. **Presenters - Jaffar Ali, Allen Goh**

Poster #5: "Level Up" Your Incident Review Process -An Incident Review process is a core element of any organization's risk management plan. At it's best, Incident Review is a powerful tool for improving safety and learning from past experiences; at its worst, Incident Review is a tedious task that yields few new insights. In this presentation, we'll examine best practices for incorporating in-depth case studies of select incidents into your existing Incident Review process, with an eye towards generating tangible, meaningful improvements. Risk Management: Using Reflection as an Emotional Check-In **Presenters - Nate Greason, Annie Duryea**

Poster #6: ISO 21101 Adventure Tourism Safety and You - What is ISO 21101, the international standard for Adventure Tourism Safety Management Systems? And why should I care? This standard is being rapidly adopted around the world as a best practice. From New Zealand to India and Switzerland, governments are considering requiring certain outdoor and wilderness programs to conform. We'll examine the standard, its strengths and potential weaknesses. Participants will understand how the standard can benefit their wilderness or adventure program. **Presenters - Jeff Baierlein**

Poster #7: Risk Management: Using Reflection as an Emotional Check-In
 This presentation focuses on the use of written reflection early in an outdoor adventure/wilderness trip as a risk assessment tool to assess three important emotional issues (fears, feelings, fun) among participants. Review of reflections can provide a vehicle for leaders to address emotions, reduce/resolve fears, and build cohesion using active listening and open-ended questions. These tools reduce the likelihood that leaders will be blindsided by unexpected safety and behavioral concerns, while enhancing safety and rapport. **Presenters - Alexander Rhue**

6:30pm – 7:30pm

G Opening Session - Welcome and Presentation of the Reb Gregg Award

Lake Champlain Exhibition Theater (Double Tree By Hilton, Burlington, VT, USA)

Speakers: Mike Pigg, Reb Gregg

Steering Committee Member Chair Mike Pigg opening remarks to WRMC! Presentation of this years winner, Catherine Hansen-Stamp, Esq. will receive the Charles (Reb) Gregg Wilderness Risk Management Award for significant contributions to the field of risk management in outdoor education and adventure professions.

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OCTOBER 20 • THURSDAY

PINNED 7:00am – 8:00am	G Conference Check In Registration Table	Lake Champlain Foyer (Double Tree by Hilton Vermont, Burlington)
7:00am – 8:30am	M Meal Plan Breakfast Meal Plan Participants. Bring your ticket for breakfast and lunch if you have purchased the meal plan.	Lake Champlain Exhibition Hall - Ground Floor (Double Tree By Hilton, Burlington, VT, USA)
8:30am – 10:00am	E CORE - Crisis Management: A Preplan in Action <i>Speakers: Drew Leemon, Katie Baum Mettenbrink</i> <i>Conference Assist: Lexi Golestani, Bond Lammey</i> Responding to a crisis, such as a participant fatality, presents a complex situation that demands a thoughtful and reasoned response. This workshop will provide attendees with an overview of the five elements of successful crisis management, begin to delve into the complexities of responding to crisis situations through the presenter's personal and professional experience while providing a forum for exchanging ideas and sharing experiences of the audience. Additionally this workshop will provide a starting point for creating a crisis management plan.	Emerald III - 1st Floor (Double Tree By Hilton, Burlington, VT, USA)
8:30am – 10:00am	F A Systemic Approach to Heat Injury Management <i>Speakers: James Quah, Lydia Tang</i> <i>Conference Assist: Megan Carter (she/her), Denise Mitten, Stuart Slay</i> Heat injury can occur any time in any outdoor activity. If left unchecked, heat injuries can escalate quickly and result in emergencies. How can we be prepared to prevent and respond to them? Look at how one organisation learnt from a heat injury near miss and adopted a systemic approach to heat injury management.	Amphitheater - Ground Floor (Double Tree By Hilton, Burlington, VT, USA)
8:30am – 10:00am	N How to Care Less <i>Speakers: Paul Dreyer</i> <i>Conference Assist: Moleek Busby, Michael Lessard</i> This workshop looks at impermanence and how it relates to being an educator or administrator for a school or outdoor program. Experiential and outdoor educators are passionate, loving, and caring people. That includes YOU. Your caring provides incredible programming and builds lasting connections, AND... sometimes caring too much can negatively effective you and your group. Sometimes you need to care less. This workshop give you some tools to do just that.	Emerald II - 1st Floor (Double Tree By Hilton, Burlington, VT, USA)
8:30am – 10:00am	D CORE - Progress not Perfection: Integrating DEI into your Risk Management Plan <i>Speakers: Taylor Feldman, Wendell Britt</i> Taylor Feldman of Experiential Consulting, and Wendell Britt, "Mastering the Game of Allyship", will help you to WAKE UP to the emergent issues at the intersection of Outdoor Risk Management and Diversity and Inclusion, CLEAN UP the cultural shadows getting in the way of being effective in these domains, provide a framework of relevant values and skills to GROW UP in effectiveness so you can SHOW UP effectively to your users.	Diamond Ballroom - 1st Floor (Double Tree By Hilton, Burlington, VT, USA)
8:30am – 10:00am	T Managing Risk with Productive Learning Environments: What We Can Learn from Marketing Executives and Classroom Teachers <i>Speakers: Liz Riggs Meder, Emma Walker</i> When you only have a few days in the field with students, it's crucial to establish an inclusive learning environment to deliver material and manage risk effectively. This presentation will cover best practices for creating effective, inclusive lesson plans that meet learners' needs and contribute to better risk management throughout a program. Participants will finish the session with a template and concrete strategies for building productive learning environments in the classroom and the field.	Emerald I - 1st Floor (Double Tree By Hilton, Burlington, VT, USA)
PINNED 10:00am – 10:30am	X Exhibitor Showcase and Coffee Break - All Attendees All Conference Attendees Coffee Break in the Expo. Get to know the exhibitors and find resources for products and services your program needs.	Lake Champlain Exhibition Hall - Ground Floor (Double Tree By Hilton, Burlington, VT, USA)
10:30am – 12:00pm	E A Case Study in Child Protection & Aftermath Lessons of Sexual Misconduct Allegations <i>Speakers: Peter Mayfield, Cali Fraser</i> Come learn from a case study involving a sexual misconduct allegation and how a series of events can rapidly put your organization in a critical situation. The lessons learned from this case study will help prepare your own organization for conscientious cross gender interactions, creating respectful relationships with minors and what to do if those boundaries are broken, minors are made to feel uncomfortable, and allegations are filed.	Emerald I - 1st Floor (Double Tree By Hilton, Burlington, VT, USA)
10:30am – 12:00pm	F Trauma-sensitive care in the field <i>Speakers: Misty Blakesley, Christian Sommer</i> The primary focus of this experiential, skills-based workshop is to discuss and notice our nervous system and to practice ways to protect and restore it's natural balance. Using trauma-informed and resiliency-focused methods, we will discuss the everyday impact of trauma and chronic stress on the nervous system, how resiliency can be restored or increased, and how this impacts risk management in the field for both facilitators and guides, as well as participants.	Diamond Ballroom - 1st Floor (Double Tree By Hilton, Burlington, VT, USA)
10:30am – 12:00pm	L CORE - Legal Issues 101: The Basics You Need to Know <i>Speakers: Frances Mock</i> You know a lot about operating your program. How much do you know about the legal issues? This presentation provides an overview of the basics: what to tell participants when collecting medical information, what you shouldn't say in your marketing materials, what to do with releases after you collect them, the primary legal issues to address immediately after a serious incident, what indemnity is and why you should care, what discoverability is, and other topics.	Emerald II - 1st Floor (Double Tree By Hilton, Burlington, VT, USA)
10:30am – 12:00pm	N CORE - Exclusive Spaces: Managing Inherent Risks of Racism in Outdoor Spaces <i>Speakers: Meena Fernald, Colleen McHugh, Arie Sylvers</i> With 20 years of experience traveling in predominantly white outdoor spaces as People of Color, City Kids continues to develop a holistic approach to reducing the risk of emotional or physical harm to participants and staff through program design, staff training, incident mitigation and response. This presentation aims to provide a framework and replicable tools for other organizations.	Emerald III - 1st Floor (Double Tree By Hilton, Burlington, VT, USA)

10:30am – 12:00pm	<p>D Applying lessons learned from Commonly Misunderstood or Unmet AEE Accreditation Standards to your Organization</p> <p><i>Speakers: Dr. Dana Maureen (Maurie) Lung</i></p> <p>In this workshop participants will review commonly unmet or misunderstood AEE accreditation standards in the areas of program oversight/management of activities, human resources, transportation, equipment/nutrition/hygiene, and activity specific standards and use these trends to improve the organizations they work in.</p>	Amphitheater - Ground Floor (Double Tree By Hilton, Burlington, VT, USA)
<p>PINNED 12:00pm – 1:30pm</p>	<p>X Lunch Break</p> <p>Lunch break for all attendees. Expo Open.</p>	TBA
12:00pm – 1:30pm	<p>G BIPOC Affinity Space</p> <p>Overall Description Affinity Spaces are offered for people with common backgrounds and experiences to come together to connect, learn, and support each other. Identity breakout groups create space for empowerment, affirmation, and a sharing of personal narrative that we all so desperately need. With the goal of creating community and connection for identities that have experienced historical disinvestment, our hope is to offer a meaningful shared experience that aims to amplify diverse voices and lived experiences and support sustainable and substantive change in service of striving for equity and justice.</p> <p>Note - these spaces are designed for individuals who identify as members of the communities underneath these categorical umbrellas. They are not spaces intended for allies of these communities.</p> <p>We recognize that many folks hold multiple identities / competing schedules. The three Affinity Space choices will include BIPOC, Queer/Trans, and Individuals with Disabilities.</p> <p>BIPOC</p> <p>Come join the BIPOC affinity space on Thursday and Friday during lunch time 12:00pm to 1:30pm. We are excited to connect WRMC BIPOC attendees for conversation and reflection! Bring your own food and come for as long as you'd like!</p> <p>Lastly, from 5:30pm to 6:30pm on Friday, you are invited to meet one final time, and discuss and share your feedback with the WRMC as we look to improve and elevate for 2023.</p> <p>Location: We will be in Emerald Promenade on all three occasions.</p>	Promenade - 1st Floor (Double Tree By Hilton, Burlington, VT, USA)
12:00pm – 1:30pm	<p>G Individuals with Disabilities Affinity Space</p> <p>Overall Description Affinity Spaces are offered for people with common backgrounds and experiences to come together to connect, learn, and support each other. Identity breakout groups create space for empowerment, affirmation, and a sharing of personal narrative that we all so desperately need. With the goal of creating community and connection for identities that have experienced historical disinvestment, our hope is to offer a meaningful shared experience that aims to amplify diverse voices and lived experiences and support sustainable and substantive change in service of striving for equity and justice.</p> <p>Note - these spaces are designed for individuals who identify as members of the communities underneath these categorical umbrellas. They are not spaces intended for allies of these communities.</p> <p>We recognize that many folks hold multiple identities / competing schedules. The three Affinity Space choices will include BIPOC, Queer/Trans, and Individuals with Disabilities.</p> <p>Individuals with Disabilities</p> <p>Come join Individuals with Disabilities affinity space on Thursday and Friday during lunch time 12:00pm to 1:30pm. We are excited to connect WRMC attendees with seen and unseen disabilities for conversation and reflection. Bring your own food and come for as long as you'd like!</p> <p>Lastly, from 5:30pm to 6:30pm on Friday, you are invited to meet one final time, and discuss and share your feedback with the WRMC as we look to improve and elevate for 2023.</p> <p>Location: We will be in room Carleton on all three occasions.</p>	Carleton Boardroom (Double Tree By Hilton, Burlington, VT, USA)
12:00pm – 1:30pm	<p>G LGBTQIA+ Affinity Space</p> <p>Overall Description Affinity Spaces are offered for people with common backgrounds and experiences to come together to connect, learn, and support each other. Identity breakout groups create space for empowerment, affirmation, and a sharing of personal narrative that we all so desperately need. With the goal of creating community and connection for identities that have experienced historical disinvestment, our hope is to offer a meaningful shared experience that aims to amplify diverse voices and lived experiences and support sustainable and substantive change in service of striving for equity and justice.</p> <p>Note - these spaces are designed for individuals who identify as members of the communities underneath these categorical umbrellas. They are not spaces intended for allies of these communities.</p> <p>We recognize that many folks hold multiple identities / competing schedules. The three Affinity Space choices will include BIPOC, Queer/Trans, and Individuals with Disabilities.</p> <p>LGBTQIA+</p> <p>Come join the LGBTQIA+ affinity space on Thursday and Friday during lunch time 12:00pm to 1:30pm. This space is for connection and community building for LGBTQIA+, non-binary and trans WRMC community members. Bring your own food and come for as long as you'd like!</p> <p>Lastly, from 5:30pm to 6:30pm on Friday, you are invited to meet one final time, and discuss and share your feedback with the WRMC as we look to improve and elevate for 2023.</p> <p>Location: We will be in the Kingsland Room on all three occasions.</p>	Kingsland - Ground Floor (Double Tree By Hilton, Burlington, VT, USA)
12:00pm – 1:30pm	<p>M Meal Plan Lunch</p> <p>Meal Plan Participants. Bring your ticket for breakfast and lunch if you have purchased the meal plan.</p>	Lake Champlain Exhibition Hall - Ground Floor (Double Tree By Hilton, Burlington, VT, USA)
1:30pm – 2:30pm	<p>E Crisis Management: Emotional Support for Participants, Staff, and Families</p> <p><i>Speakers: Suellen Sack</i></p> <p>Reflecting your organization's value and concern during a crisis and in the aftermath is a key to serving affected participants, staff, and their families, who are struggling to cope. Learn how to create a response that will directly aid affected staff and participants in and out of the field and work with families as they cope with uncertainty. This workshop will provide attendees with practical experience and guidelines to support staff in the field, train family liaisons, and how to define organizational norms that will support participants, staff, and families during and after an incident.</p>	Emerald I - 1st Floor (Double Tree By Hilton, Burlington, VT, USA)

1:30pm – 2:30pm	<p>F Wilderness Medicine Update <i>Speakers: Dr. Seth Collings Hawkins, Calder Staben</i> Like all evidence-driven disciplines, wilderness medicine continues to rapidly evolve. This fast-paced session will update participants on the most recent advances in field medical care, including a review of the new 2022 Wilderness Medical Society anaphylaxis guidelines; a review of the initiation of the first-ever US Forest Service EMS project and its implications for risk management; a discussion of ways medical anthropology and public health evolutions are influencing JEDI decision-making in wilderness medicine; and more.</p>	Diamond Ballroom - 1st Floor (Double Tree By Hilton, Burlington, VT, USA)
1:30pm – 2:30pm	<p>N Stress Injury Mitigation: How to Set Up A Peer Support Network <i>Speakers: Rumi Kodama</i> We know that stress injuries don't happen necessarily from a single traumatic event; it can be a cumulative injury leading to burnout. This session will look at two models of Peer Support Networks aimed at mitigating stress injury formation: Paramedic Critical Incident Stress Program / Ears to Peers: wilderness therapy network. This session will go in detail on how to set one up in your organization including how to train your volunteers and recruit participants.</p>	Emerald II - 1st Floor (Double Tree By Hilton, Burlington, VT, USA)
1:30pm – 2:30pm	<p>D Duty of Care: Re-evaluating Our Core Responsibilities and Creating Future Opportunities <i>Speakers: Dave Dennis, Doug Stevens</i> As a result of the pandemic, organizational Duty of Care has evolved and status-quo is no longer acceptable to stakeholders. In this session, we'll highlight four opportunities that emerged from our industry's shared challenges that can create growth opportunities and improve risk management systems throughout travel programs. This educational session aims to create dialogue and challenge traditional methodologies to improve staff training, client engagement, and industry collaboration.</p>	Amphitheater - Ground Floor (Double Tree By Hilton, Burlington, VT, USA)
1:30pm – 2:30pm	<p>T CORE - Performing Under Pressure: Using Brain Science to Improve Performance <i>Speakers: Deb Ajango</i> This session explores the inner workings of the brain, specifically in regard to how the brain functions--or doesn't function--under highly pressurized situations. By using research and case studies from a variety of disciplines--such as aviation, medicine, military, and the outdoors--this workshop will help participants learn what often happens when people find themselves in the middle of a worst-case-scenario.</p> <p>Research repeatedly has shown that the brain has limited capacity under duress, and because no brain multitasks well in an emergency, organizations should recognize that stressed employees often make myriad field errors. This workshop provides not only useful information to limit surprises in emergencies, but it offers ideas and techniques to help individuals who are in highly pressurized situations calm down. Further, this workshop offers ideas for improving staff trainings and organizational expectations so that employees will perform as well as possible if that worst-case day ever arrives.</p>	Emerald III - 1st Floor (Double Tree By Hilton, Burlington, VT, USA)
<p>PINNED 2:30pm – 3:00pm</p>	<p>X Exhibitor Showcase and Afternoon Break - All Attendees All Conference Attendees Afternoon Snack Break in the Expo</p>	Lake Champlain Exhibition Hall - Ground Floor (Double Tree By Hilton, Burlington, VT, USA)
3:00pm – 4:30pm	<p>E CORE - How to communicate bad news without freaking out your lawyer <i>Speakers: Skip King, Leah Corrigan</i> Communicating after a bad event – with family members, your staff, your stakeholders and the general public – is essential. You need to assist those impacted and manage the story in conventional and social media. Done properly, you can get the bad news over with quickly. Done poorly, however, you'll anger survivors, their families and the public – setting yourself up for costly litigation and poor reputation. This session will help you understand how to do things correctly.</p>	Emerald I - 1st Floor (Double Tree By Hilton, Burlington, VT, USA)
3:00pm – 4:30pm	<p>L Challenges in Managing and Defending Employment Discrimination Claims in the Time of Promoting Diversity, Equity, and Inclusion <i>Speakers: Lach Zemp, Joe Vossen</i> • Since the Civil Rights Act of 1963, employees have been able to recover damages for unlawful discrimination. Since the murder of George Floyd, employers have sharpened their work and efforts around strengthening diversity, equity, and inclusion in the work-place. This work, important and long overdue, has complicated discrimination claims against employers. This presentation will highlight these complexities and how they are impacting discrimination claims and the handling of those claim, both internally and externally.</p>	Amphitheater - Ground Floor (Double Tree By Hilton, Burlington, VT, USA)

3:00pm – 4:30pm

P Poster Session #2 All Posters

Lake Champlain Exhibition Hall - Ground Floor (Double Tree By Hilton, Burlington, VT, USA)

Speakers: Jaffar Ali Mohamed Ismail, Barbara Olga Horyn, Khee Meng Loh, Annie Duryea, Luke Costley, Alex Rhue, Elaida Gacad, Kelli McMahan, Allen Goh, Nate Greason, Jeff Baierlein

Posters are on display for the duration of the conference. Presenters will have sessions for interacting with attendees. This is session #2

Poster Topics:

Poster #1: Cultivating a Strong Safety Culture in Your Organization With a Culture Safe Survey Cultivating a good workplace safety and health (WSH) culture goes beyond general safety infrastructure, competencies, and legal requirements. How can you gain insight on your organization and employees' mindsets towards safety and evaluate your safety beliefs, values, and practices? Findings from a safety culture survey will allow organizations to leverage on strengths and close safety gaps by implementing intervention strategies to transform safety mindsets and behaviors, and improve compliance and safety performance.

Poster #2: Developing safety competence among arctic guides in Iceland, Svalbard and Greenland- With limited research on tourist safety in the Arctic, the research contributes to the field of safety, tourism, and education by giving an overview on safety education among guides in Svalbard, Greenland and Iceland. The studies reveal features of arctic guiding program curriculums, yet, give a unique insight into program facilitations across the Arctic region. The purpose of the study is to critically evaluate programs content and teaching methods in developing safety competence among future adventure guides working in the Arctic.

Poster #3: The impact of social affiliations post-accident: relationships that help and hinder - This presentation will report the findings from a study that explored how individuals injured in a wilderness accident, on scene or part of the rescue/response, or impacted by the misfortune of a friend or family members' involvement in an accident coped. Multiple social memberships and affiliations either become a source of support or hinder the recovery process in light of a tragedy. This presentation will explore these realities, identify themes, and present recommendations.

Poster #4: Medical Screening for Wilderness Courses - Being in the wilderness has inherent risks. While striving for maximum participation for a national outdoor program, there is a fine balance between what is acceptable and unacceptable risk thresholds. This will share how Outward Bound Singapore screens thousands of its annual participants for its outdoor adventure education program.

Poster #5: "Level Up" Your Incident Review Process -An Incident Review process is a core element of any organization's risk management plan. At it's best, Incident Review is a powerful tool for improving safety and learning from past experiences; at its worst, Incident Review is a tedious task that yields few new insights. In this presentation, we'll examine best practices for incorporating in-depth case studies of select incidents into your existing Incident Review process, with an eye towards generating tangible, meaningful improvements.

Risk Management: Using Reflection as an Emotional Check-In

Poster #6: ISO 21101 Adventure Tourism Safety and You - What is ISO 21101, the international standard for Adventure Tourism Safety Management Systems? And why should I care? This standard is being rapidly adopted around the world as a best practice. From New Zealand to India and Switzerland, governments are considering requiring certain outdoor and wilderness programs to conform. We'll examine the standard, its strengths and potential weaknesses. Participants will understand how the standard can benefit their wilderness or adventure program.

Poster #7: Risk Management: Using Reflection as an Emotional Check-In

This presentation focuses on the use of written reflection early in an outdoor adventure/wilderness trip as a risk assessment tool to assess three important emotional issues (fears, feelings, fun) among participants. Review of reflections can provide a vehicle for leaders to address emotions, reduce/resolve fears, and build cohesion using active listening and open-ended questions. These tools reduce the likelihood that leaders will be blindsided by unexpected safety and behavioral concerns, while enhancing safety and rapport.

3:00pm – 4:30pm

D Is Safety Really Your "Top Priority?" Clarifying Organizational Risk Tolerance

Diamond Ballroom - 1st Floor (Double Tree By Hilton, Burlington, VT, USA)

Speakers: Steve Smith

It's easy for a program to say "Safety is Our Top Priority!" ... but safety means different things to different people. If you are not explicit about your program's actual risk tolerance, you can end up over-promising safety in ways that enlarge your liability, or create inconsistencies from one activity to the next. This interactive workshop will help you understand the benefits of crafting a risk statement for your organization, and learn from examples by other programs. Participants will leave with some clear action steps to bring the learning home to their organization.

3:00pm – 4:30pm

S Short Talk Series: 1. WM SOP, 2. Shared-Identity/LGBTQ+, 3.Psychotropic Meds, 4. Support vs. Coddling Push/Pull

Emerald III - 1st Floor (Double Tree By Hilton, Burlington, VT, USA)

Speakers: Kaen (kl) Lapidés, Jace Besold, Abby Rowe, Nadia Kimmel, Gates Richards, Anne Izard, C. "rza" Allen
Includes four short 18-minute Ted-Talk style programs.

1. Wilderness Medicine Standard Operating Procedures (SOPs): This session will provide an introduction to the Wilderness Medicine Scope of Practice documents (SOPs) and the Wilderness Medicine Education Collaborative (WMEC). We will discuss the context for the existing SOPs, how they apply in the outdoor recreation and education realm, and what's on the agenda for the WMEC. **Presenters - Richard Gates, Abby Rowe, Nadia Kimmel**

2. By Us/For Us: Shared-Identity Spaces for LGBTQ+ Folks: Shared-identity spaces can be an effective and powerful tool for creating opportunities for folks from historically-marginalized backgrounds to connect with our mission, programs, and the outdoors. This workshop will focus on shared-identity spaces for LGBTQ+ folks, including: why we need shared-identity spaces, common barriers to participation in conservation and outdoor programs for LGBTQ+ folks, strategies for addressing these barriers, examples of successes and challenges, and an opportunity for workshop participants to plan next steps in creating more inclusive and affirming spaces for LGBTQ+ people in their programs. **Presenters - C. "rza" Allen**

3. Psychotropic medications: Physiological concerns with environmental and outdoor recreation stressors:According to the National Institutes of Mental Health, 18.5% of Americans are currently suffering from a mental health disorder and prescribed psychotropic medications. Unlike many of the traumatic injuries and acute illnesses your wilderness medical training has prepared you for, you WILL encounter participants who are taking psychotropic medications. Significant deleterious effects from some of these medications in the context of prolonged exertion, heat, hyponatremia, and/or dehydration are possible. **Presenters - Kaen (kl) Lapidés**

4. Support Versus Coddling: When to Push and When to Pull Back When Trying to Grow Our Staff: Mental & emotional health has been on the forefront of all of our minds. During COVID, even more so. While camp is for the camper, our staff are the ones interacting & supporting them daily. What do we do when our staff cannot hold it together? What tools do we give them to be mentally & emotionally stable so they can support our campers' wellbeing? How do we balance providing services for our staff, while also needing them to do their job? Come prepared to learn & share together. **Presenters - Anne Izard, Stephen Mead, Jace Besold**

3:00pm – 4:30pm

T Breaking the Halo: Empowering Students in Outdoor Education

Emerald II - 1st Floor (Double Tree By Hilton, Burlington, VT, USA)

Speakers: Katjarina Hurt

Breaking the Halo explores the deadly thinking errors that can occur outdoors and beyond, and offers a simple, universal approach to confronting complacency, assumptions, and communication breakdowns between subordinates and leaders. Breaking the Halo is inspired by previous works on heuristic traps by Edward Thorndike and Ian McCammon and speaks to a more global audience. This presentation was originally developed as a grassroots risk management tool for local mountaineers and has since become a highly requested and influential leadership program. Participants will learn to recognize halos, participate in small group discussion, and share empowerment tools for breaking future halos they encounter.

PINNED
4:45pm – 6:15pm

W Structured Networking

Join your peers for some engaging and informal conversations and hear how like organizations manage similar challenges. We will provide topics and facilitate the formation of small discussion groups. The goal is to provide a venue for participants to connect with others who experience similar challenges and share ideas to help attendees improve their programs. Find a list of this year's topics at the registration table.

6:30pm – 7:30pm

Speakers Event (Invite to Conference Speakers Only Please)

WRMC would like to Thank our speakers from workshops, poster sessions and short talk series. Please come by to meet and greet with the team to show our gratitude.

Promenade - 1st Floor (Double Tree By Hilton, Burlington, VT, USA)

- E Emergency Planning and Crisis Response
 X Expo & Break
 F Field Practices
 G General Session
 L Legal and Insurance
 M Meal Plan
 N Mental/Social/Emotional Health
P Poster Session
 R Pre-Conference
 D Program Administration
 S Short Talk Series
 C Social Hour
 T Staff Training & Decision Making
 W Structured Networking

OCTOBER 21 - FRIDAY

7:00am – 8:30am	M Meal Plan Breakfast Meal Plan Participants. Bring your ticket for breakfast and lunch if you have purchased the meal plan.	Lake Champlain Exhibition Hall - Ground Floor (Double Tree By Hilton, Burlington, VT, USA)
8:30am – 10:00am	E Are your leadership and Board prepared for a critical incident...or worse? <i>Speakers: Dr. Clare Dallat, Stuart Slay, Mike Pigg</i> The importance of establishing clarity and transparency surrounding your organization's planned response to critical incidents well before a crisis occurs, cannot be understated. Leadership and Boards, and the perspectives, beliefs and values they bring have a crucial role in effective critical incident planning and management. This often overlooked aspect of crisis planning can present problems and conflicts if not addressed well prior to the incident itself.	Emerald III - 1st Floor (Double Tree By Hilton, Burlington, VT, USA)
8:30am – 10:00am	E Valuable Tips for Handling Sexual Misconduct Claims from a Legal and Operational Perspective <i>Speakers: Dave Dennis, Doug Stevens</i> Given the prevalence of sexual misconduct claims, it is imperative for organizations to understand the legal and operational challenges these incidents present. During this session, you'll learn about proactive and reactive processes implemented from legal and program experts. Speakers will provide key tips for operators on employee screening and training, vendor vetting, insurance, company policy, mandatory reporting, and incident response. Note: This session examines a real-life case study to highlight key takeaways of presented material.	Amphitheater - Ground Floor (Double Tree By Hilton, Burlington, VT, USA)
8:30am – 10:00am	N Are We There Yet? Re-Viewing the Risks to Mental, Social, and Emotional Wellbeing Through the Lens of History <i>Speakers: Kriste Peoples</i> "If one really wishes to know how justice is administered in a country, one goes to the unprotected — those who need the law's protection most — and listens to their testimony." Inspired by this truth from James Baldwin, 'Are We There Yet' explores how our American past has informed much of our current inequities in outdoor recreation. We'll examine legacies of oppression and the importance of reducing the risk of perpetuating harm — social, emotional, and otherwise.	Diamond Ballroom - 1st Floor (Double Tree By Hilton, Burlington, VT, USA)
8:30am – 10:00am	D I Think You Should Leave: Managing Early Departures <i>Speakers: Alex Schwartz</i> Sometimes the best outcome is for a participant to go home before the program is over. Setting your program and its participants up for success means preparing to support both attendance and early departure. This presentation will look at strategies and tools to reduce unnecessary departures as well as identify and ease necessary departures.	Emerald I - 1st Floor (Double Tree By Hilton, Burlington, VT, USA)
8:30am – 10:00am	D Identity-conscious leadership: It's risk management <i>Speakers: Olivia Klein, Stacey Williams</i> This session will consider the ways that an awareness of social identities can inform your risk management practices. Using Montana Conservation Corps' principles of Identity Conscious Leadership, we will provide a conceptual framework and specific tools to create a safer environment for participants. Come prepared to engage in scenario-based training, identity development models, and action planning. Near the end, we will focus on race and gender specifically and then outline identity-affirming strategies for programmatic integration.	Emerald II - 1st Floor (Double Tree By Hilton, Burlington, VT, USA)
PINNED 10:00am – 10:30am	X Exhibitor Showcase and Coffee Break - All Attendees All Conference Attendees Coffee Break in the Expo. Get to know the exhibitors and find resources for products and services your program needs.	Lake Champlain Exhibition Hall - Ground Floor (Double Tree By Hilton, Burlington, VT, USA)
10:30am – 12:00pm	E Restorative Just Culture in Times of Crisis - From a Risk Management and Legal Perspective <i>Speakers: Steve Smith, Leah Corrigan</i> This interactive session, led by a risk manager and recreation law attorney, will connect the concept of organizational culture to the steps a program takes in reacting, responding, and communicating in the wake of a critical incident. How do we balance safety and accountability? How do we strive for a humane, compassionate response without enlarging our liability? This workshop will include an interactive session in which participants discuss their organization's response to hypothetical scenarios, and actively explore nuances and questions that arise.	Diamond Ballroom - 1st Floor (Double Tree By Hilton, Burlington, VT, USA)
10:30am – 12:00pm	L CORE - Have You Got It Covered? Insurance 101 with Exposure Scenarios that Could Lead to Catastrophic Organizational and Financial Loss <i>Speakers: Sam Daume, Lach Zemp, Paul Dreyer</i> Field Accidents; Sexual Misconduct; Vehicle Accidents; Medical Malpractice - what do these exposures have in common? If not managed properly, an incident involving any of these can quickly lead an organization into a deep financial and legal quagmire. Are you confident that your insurance policies will protect your organization's assets and reputation from these risks appropriately? Also, do you understand what is required of you, the insured, to trigger coverage? Attendees of this session will participate in a guided discussion where we will use possible risk scenarios like the ones outlined to explore the complexities of managing incident response. The outcome will allow you to walk away with an essential structure for a well-rounded insurance program.	Amphitheater - Ground Floor (Double Tree By Hilton, Burlington, VT, USA)
10:30am – 12:00pm	N Emotional Intelligence: Building A Culture of Risk Management Begins Within <i>Speakers: Rae Anglen</i> Whether we are highly experienced backcountry ski guides or middle-school teachers taking students on a field trip to the local swimming hole, the success of our programs - and even the lives of those entrusted to us - rests both on the intentional development of our emotional intelligence and a deep understanding of the role it plays in risk management. Learn to build a culture of risk management through the lenses of the four main facets of emotional intelligence.	Emerald II - 1st Floor (Double Tree By Hilton, Burlington, VT, USA)
10:30am – 12:00pm	D Culture Eats Strategy for Breakfast <i>Speakers: Kate Koons, John Stoddard</i> What do we identify as the Strategy "high road"? Strategy is thoroughly considered and evaluated to promote the best outcomes and the fewest disruptions to health and wellbeing while furthering the goals of the expedition. Culture relies on previous experience, transference of knowledge from lead scientists and senior field staff to upcoming researchers, and may not take into account the perspective of Steve Smith's "Safety Differently" bell curve. How do we shift the culture to encompass a wider perspective that includes human factors, DEI, and lessons learned? We don't have all of the answers but we would love it if you joined the discussion.	Emerald I - 1st Floor (Double Tree By Hilton, Burlington, VT, USA)

10:30am – 12:00pm	<p>T From Chaos to Competency: Standardizing Your Training and Assessment <i>Speakers: Amber Barnett, Julia Makowski</i> Want to know for sure your staff's skills and abilities? Changing student demographics, shrinking budgets, loss of senior staff, and increase in expectations forces us to evaluate how and what we train. This session explores standardized training systems using a competency-based model that benefits staff development and safety practices. Participants will engage and connect with others and develop tangible strategies to take to their training programs.</p>	Emerald III - 1st Floor (Double Tree By Hilton, Burlington, VT, USA)
<p>PINNED 12:00pm – 1:30pm</p>	<p>X Lunch Break Lunch break for all attendees. Expo Open.</p>	Lake Champlain Exhibition Hall - Ground Floor (Double Tree By Hilton, Burlington, VT, USA)
12:00pm – 1:30pm	<p>G BIPOC Affinity Space Overall DescriptionAffinity Spaces are offered for people with common backgrounds and experiences to come together to connect, learn, and support each other. Identity breakout groups create space for empowerment, affirmation, and a sharing of personal narrative that we all so desperately need. With the goal of creating community and connection for identities that have experienced historical disinvestment, our hope is to offer a meaningful shared experience that aims to amplify diverse voices and lived experiences and support sustainable and substantive change in service of striving for equity and justice.</p> <p>Note - these spaces are designed for individuals who identify as members of the communities underneath these categorical umbrellas. They are not spaces intended for allies of these communities.</p> <p>We recognize that many folks hold multiple identities / competing schedules. The three Affinity Space choices will include BIPOC, Queer/Trans, and Individuals with Disabilities.</p> <p>BIPOC Come join the BIPOC affinity space on Thursday and Friday during lunch time 12:00pm to 1:30pm. We are excited to connect WRMC BIPOC attendees for conversation and reflection! Bring your own food and come for as long as you'd like! Lastly, from 5:30pm to 6:30pm on Friday, you are invited to meet one final time, and discuss and share your feedback with the WRMC as we look to improve and elevate for 2023.</p> <p>Location: We will be in Emerald Promenade on all three occasions.</p>	Promenade - 1st Floor (Double Tree By Hilton, Burlington, VT, USA)
12:00pm – 1:30pm	<p>G Individuals with Disabilities Affinity Space Overall DescriptionAffinity Spaces are offered for people with common backgrounds and experiences to come together to connect, learn, and support each other. Identity breakout groups create space for empowerment, affirmation, and a sharing of personal narrative that we all so desperately need. With the goal of creating community and connection for identities that have experienced historical disinvestment, our hope is to offer a meaningful shared experience that aims to amplify diverse voices and lived experiences and support sustainable and substantive change in service of striving for equity and justice.</p> <p>Note - these spaces are designed for individuals who identify as members of the communities underneath these categorical umbrellas. They are not spaces intended for allies of these communities.</p> <p>We recognize that many folks hold multiple identities / competing schedules. The three Affinity Space choices will include BIPOC, Queer/Trans, and Individuals with Disabilities.</p> <p>Individuals with Disabilities Come join Individuals with Disabilities affinity space on Thursday and Friday during lunch time 12:00pm to 1:30pm. We are excited to connect WRMC attendees with seen and unseen disabilities for conversation and reflection. Bring your own food and come for as long as you'd like! Lastly, from 5:30pm to 6:30pm on Friday, you are invited to meet one final time, and discuss and share your feedback with the WRMC as we look to improve and elevate for 2023.</p> <p>Location: We will be in room Carleton on all three occasions.</p>	Carleton Boardroom (Double Tree By Hilton, Burlington, VT, USA)
12:00pm – 1:30pm	<p>G LGBTQIA+ Affinity Space Overall DescriptionAffinity Spaces are offered for people with common backgrounds and experiences to come together to connect, learn, and support each other. Identity breakout groups create space for empowerment, affirmation, and a sharing of personal narrative that we all so desperately need. With the goal of creating community and connection for identities that have experienced historical disinvestment, our hope is to offer a meaningful shared experience that aims to amplify diverse voices and lived experiences and support sustainable and substantive change in service of striving for equity and justice.</p> <p>Note - these spaces are designed for individuals who identify as members of the communities underneath these categorical umbrellas. They are not spaces intended for allies of these communities.</p> <p>We recognize that many folks hold multiple identities / competing schedules. The three Affinity Space choices will include BIPOC, Queer/Trans, and Individuals with Disabilities.</p> <p>LGBTQIA+ Come join the LGBTQIA+ affinity space on Thursday and Friday during lunch time 12:00pm to 1:30pm. This space is for connection and community building for LGBTQIA+, non-binary and trans WRMC community members. Bring your own food and come for as long as you'd like! Lastly, from 5:30pm to 6:30pm on Friday, you are invited to meet one final time, and discuss and share your feedback with the WRMC as we look to improve and elevate for 2023.</p> <p>Location: We will be in the Kingsland Room on all three occasions.</p>	Kingsland - Ground Floor (Double Tree By Hilton, Burlington, VT, USA)
12:00pm – 1:30pm	<p>M Meal Plan Lunch Meal Plan Participants. Bring your ticket for breakfast and lunch if you have purchased the meal plan.</p>	Lake Champlain Exhibition Hall - Ground Floor (Double Tree By Hilton, Burlington, VT, USA)

1:30pm – 3:00pm	<p>F Grin and Bear It, what you need to know about sharing the wilderness with bears <i>Speakers: Sarah Crockett, Will Galvin</i> A number of outdoor enthusiasts as well as rurally based facilities are encountering bears at an increasing rate. Knowing how to respect these creatures in their habitat is essential for the safety of humans and bears.</p> <p>Learning Objectives:</p> <ol style="list-style-type: none"> 1. Understand the unique physical characteristics and behaviors of the most common bear species. 2. Describe interventions that can prevent negative human-bear interventions. 3. Identify factors relating to climate change that impact bear habitats and behaviors. 	Amphitheater - Ground Floor (Double Tree By Hilton, Burlington, VT, USA)
1:30pm – 3:00pm	<p>L Employment Law Considerations for Outdoor Organizations <i>Speakers: Kristen Burke</i> Should we hire our workers as 1099 independent contractors or W2 employees? Does the Biden Administration's new minimum wage rule apply to us? What does the law say about incorporating JEDI considerations into our hiring practices? This presentation will discuss each of these questions by summarizing some of the main legal and practical points outdoor industry organizations can consider to both improve relations with their workers and reduce the risk of employment law issues.</p>	Emerald I - 1st Floor (Double Tree By Hilton, Burlington, VT, USA)
1:30pm – 3:00pm	<p>D CORE - Best Practices in Medical Screening 2022 <i>Speakers: Dr. Seth Collings Hawkins, Justin Doroshenko</i> Medical screening is a ubiquitous yet poorly understood part of our industry. Legal recommendations range from not doing screening at all to managing every condition identified during screening. Medical clearance can include contracted medical advisors, existing policies, or enrollment of a prospective client's medical team. The balance between these, as well as where to find medical standards, consensus guidelines, and best practices aren't always clear. This presentation addresses these issues with a solution-based approach.</p>	Emerald II - 1st Floor (Double Tree By Hilton, Burlington, VT, USA)
1:30pm – 3:00pm	<p>D Turning the Great Resignation into the Great Opportunity by assessing culture <i>Speakers: AJ Wojtalik, Victoria Kerr</i> We have much to learn from this unprecedented workforce migration. While employees seek new opportunities for growth and stability, supervisors are working to identify and close gaps – and to make valuable changes.</p> <p>While HR and marketing are often tasked with developing long term solutions, managers are most acutely responsible for short-term solutions. In this presentation, we'll share structures to identify areas where related risks show up – and some tools and tactics to mitigate those risks.</p>	Emerald III - 1st Floor (Double Tree By Hilton, Burlington, VT, USA)
1:30pm – 3:00pm	<p>T How risk tolerance assessment can inform staff training and course design <i>Speakers: Michael Armstrong</i> How do you and your organization assess the risk tolerance of your clients to create an inclusive and culturally welcoming experience that celebrates awareness and examination of peoples differences in risk, risk tolerance and awareness? How do you manage risk based on a risk tolerance assessment? Is your organization's risk tolerance aligned from the board/ leadership all the way to the field staff and students? We will examine and discuss specific ways to assess you organization's risk tolerance as well as assessing your clients varying levels of risk tolerance to help design trainings and courses.</p>	Diamond Ballroom - 1st Floor (Double Tree By Hilton, Burlington, VT, USA)
PINNED 3:00pm – 3:30pm	<p>X Exhibitor Showcase and Afternoon Break - All Attendees All Conference Attendees Afternoon Snack Break in the Expo</p>	Lake Champlain Exhibition Hall - Ground Floor (Double Tree By Hilton, Burlington, VT, USA)
3:30pm – 5:00pm	<p>E What adventure research tells us and how it applies to your programs: Best of the Adventure Risk Research Symposium <i>Speakers: Dr. Jeff Jackson</i> Since 2019 the Adventure Risk Research Symposium (ARRS) has been held in conjunction with the WRMC, providing a forum for researchers to share and discuss their outdoor risk-specific findings. Topics are wide ranging, from injury data analysis to Covid impacts, organizational safety culture measures to participant engagement, and second victim effects to waiver form effectiveness. This session is the greatest hits from this emerging body of work, highlighting key findings and tying them to what this means to you, your field staff, and your programs. Practical application of research within your own organization will be examined as a means of quality control and managing risk and participant safety. Presented by the ARRS co-founder and co-chair.</p>	Diamond Ballroom - 1st Floor (Double Tree By Hilton, Burlington, VT, USA)
3:30pm – 5:00pm	<p>L The Full View – Do You Have All the Pieces of the Puzzle to Run a Programmatic or Commercial Recreation Operation? <i>Speakers: Tracey Knutson</i> This session is going to be VERY interactive! We are going to – literally – take the various pieces of running a good quality and defensible recreation program and put them together like a puzzle. We want to look at things like: structural issues (LLC or Inc?), insurance (do you know the various types you need?), staffing and the role of counsel (should you have a lawyer?), the various defenses that recreation providers rely on and how those defenses are put together in day-to-day entity practices so they can be expressed in trial or dispute resolution (do you know what assumption of the risk IS and how your entity can put it to use or rely on it?), how are you contracting with other entities that contribute to your product/activity (do you have a transport company, do you outsource food preparation and are these entities under contract and do you have a COI from them?), and we want to understand the nuances of your exact activity in the context of your geographic region (has your state or federal district spoken about releases or are there industry standards that you should be conforming to in your activity or area?). We want to go deeper than the primer sessions and take a look at overall health of a recreation organization/entity and give attendees a good overview that will spark them to look at best management practices at several levels of their organization and how it all coordinates into a quality and defensible program. Participants need to be aware of – and comfortable with - the fact that there is no list or cookbook that fits each entity. Nurturing your program or entity means looking at and becoming familiar with the several 'layers' and approaches that each entity should be looking at – IE – what are the office people doing vs. the field staff and how do those roles coalesce? Have the office staff created appropriate forms and data collection systems that reflect what the field staff are accomplishing? How does each level of the entity accomplish hazard recognition? It's time to take the plunge and have a comprehensive overview of what your whole entity/program and its various parts should look like to see if the entire entity is functioning at its best. This is the end game of risk management and is intended to engage everything you have learned up to this point at WRMC.</p>	Emerald I - 1st Floor (Double Tree By Hilton, Burlington, VT, USA)

3:30pm – 5:00pm

D Compassionate Risk Taking for the Sustainable Future

Speakers: Misha Golfman, Nathan Lyczak

Overview:

Capacity for compassionate risk taking is an outcome of effective adventure education. The culture of risk aversion has been adversely affecting quality of outdoor experiences. Fear of liability in its many forms moves outdoor industry away from Free Living in Nature towards prescribed and often transactional experiences of shorter duration and limited scope. In the past two years, the reduction approach to risk taking has caused substantial degradation of social well-being. To achieve social transformation and reverse the climate change we need to raise generations of compassionate and altruistic risk-takers and the adventure education has a unique role to play!

During this interactive workshop participants will examine the benefits of healthy risk-taking approach to life and education, create a list of personal and institutional healthy risk-taking habits, develop methods for holding exciting briefings with stakeholders aimed at replacing the irrational fear with excitement for adventure and leave inspired to change the institutional culture of fear.

Amphitheater - Ground Floor (Double Tree By Hilton, Burlington, VT, USA)

3:30pm – 5:00pm

D Consent and Other Risk Management Lessons from Partner Dance

Speakers: Madeleine Lebovic (she/her)

Consent and Other Risk Management Lessons from Partner Dance is a two part workshop. The first half is active, with movement exercises that underscore risk management priorities. The second half is a reflection and deeper dive into each of those practices, with a particular emphasis on consent. At the end, Madeleine will share her experience as a professional dancer and W-EMT that offer the 'why' behind these practices. No previous dance experience necessary!

Emerald III - 1st Floor (Double Tree By Hilton, Burlington, VT, USA)

3:30pm – 5:00pm

T Making Risk Management Training Tangible for Staff Using Cross-Industry Adaptations

Speakers: Rumi Kodama

The ability to manage risk is a hallmark of excellent leaders. Let's challenge the current ways in which we plan training and introduce new theories in training design. With recognition of cross industry research as an invaluable resource, this session presents a frontline staff centered framework for training risk management. Let's round this off with specific training ideas you can walk away with to enhance your training sessions and make them tangible.

Emerald II - 1st Floor (Double Tree By Hilton, Burlington, VT, USA)

5:30pm – 6:30pm

G BIPOC Affinity Space

Overall Description Affinity Spaces are offered for people with common backgrounds and experiences to come together to connect, learn, and support each other. Identity breakout groups create space for empowerment, affirmation, and a sharing of personal narrative that we all so desperately need. With the goal of creating community and connection for identities that have experienced historical disinvestment, our hope is to offer a meaningful shared experience that aims to amplify diverse voices and lived experiences and support sustainable and substantive change in service of striving for equity and justice.

Note - these spaces are designed for individuals who identify as members of the communities underneath these categorical umbrellas. They are not spaces intended for allies of these communities.

We recognize that many folks hold multiple identities / competing schedules. The three Affinity Space choices will include BIPOC, Queer/Trans, and Individuals with Disabilities.

BIPOC

Come join the BIPOC affinity space on Thursday and Friday during lunch time 12:00pm to 1:30pm. We are excited to connect WRMC BIPOC attendees for conversation and reflection! Bring your own food and come for as long as you'd like!

Lastly, from 5:30pm to 6:30pm on Friday, you are invited to meet one final time, and discuss and share your feedback with the WRMC as we look to improve and elevate for 2023.

Location: We will be in Emerald Promenade on all three occasions.

Promenade - 1st Floor (Double Tree By Hilton, Burlington, VT, USA)

5:30pm – 6:30pm

G Individuals with Disabilities Affinity Space

Overall Description Affinity Spaces are offered for people with common backgrounds and experiences to come together to connect, learn, and support each other. Identity breakout groups create space for empowerment, affirmation, and a sharing of personal narrative that we all so desperately need. With the goal of creating community and connection for identities that have experienced historical disinvestment, our hope is to offer a meaningful shared experience that aims to amplify diverse voices and lived experiences and support sustainable and substantive change in service of striving for equity and justice.

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Individuals with Disabilities

Individuals with Disabilities

Come join Individuals with Disabilities affinity space on Thursday and Friday during lunch time 12:00pm to 1:30pm. We are excited to connect WRMC attendees with seen and unseen disabilities for conversation and reflection. Bring your own food and come for as long as you'd like!

Lastly, from 5:30pm to 6:30pm on Friday, you are invited to meet one final time, and discuss and share your feedback with the WRMC as we look to improve and elevate for 2023.

Location: We will be in room Carleton on all three occasions.

Carleton Boardroom (Double Tree By Hilton, Burlington, VT, USA)

5:30pm – 6:30pm

G LGBTQIA+ Affinity Space

Kingsland - Ground Floor (Double Tree By Hilton, Burlington, VT, USA)

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We recognize that many folks hold multiple identities / competing schedules. The three Affinity Space choices will include BIPOC, Queer/Trans, and Individuals with Disabilities.

LGBTQIA+

Come join the LGBTQIA+ affinity space on Thursday and Friday during lunch time 12:00pm to 1:30pm. This space is for connection and community building for LGBTQIA+, non-binary and trans WRMC community members. Bring your own food and come for as long as you'd like!

Lastly, from 5:30pm to 6:30pm on Friday, you are invited to meet one final time, and discuss and share your feedback with the WRMC as we look to improve and elevate for 2023.

Location: We will be in the Kingsland Room on all three occasions.

5:30pm – 6:30pm

C Social Hour

Lake Champlain Exhibition Hall - Ground Floor (Double Tree By Hilton, Burlington, VT, USA)

Unstructured Networking

6:30pm – 9:00pm

G Keynote Presentation Joshua Morris and Dinner - How Risk Management Saved Lives During the Thai Cave Rescue

Lake Champlain Exhibition Hall - Ground Floor (Double Tree By Hilton, Burlington, VT, USA)

Speakers: Joshua "Josh" Morris

Dinner is included in your conference registration from 6:30-7:30pm followed by the Keynote Presentation from Joshua Morris.

For 18 days in the month of July, 12 boys and their coach were trapped inside a flooded cave. The rescuers faced challenging conditions unlike anything ever experienced before. With a unique behind the scenes perspective, Josh's illustrated talk will highlight key decisions made during the course of this mission which ultimately led to its success. Josh will explore how risk management played a significant role during a crisis and share how cross cultural and outdoor education provided him and his team with the necessary skills to play a key role in the rescue.