



EMMA COURTNEY

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PROFILE

As an experienced educator and leader, I empower individuals to recognize their roles within complex systems and inspire them to act with purpose. Rooted in love, empathy, and relational accountability, my work disrupts and reimagines higher education through decolonial and community-led approaches. With a Master's in Global Leadership and expertise in systems thinking, intercultural communication, and epistemic justice, I bring a proven record of developing Indigenous curriculum, leading applied research, and supporting strategic transformation in post-secondary institutions.

EDUCATION

Masters of Arts in Global Leadership, Royal Roads University, Victoria

SEPTEMBER 2020 – OCTOBER 2022

Maintained a GPA of 4.08

Outdoor Recreation Leadership Diploma, Capilano University, North Vancouver

JANUARY 2014 – DECEMBER 2015

Graduated on the Deans List

LINKS

[LinkedIn](#) [Masters in Global Leadership Capstone Project](#) [Personal Consulting Website](#)

EMPLOYMENT HISTORY

Indigenous Education Curriculum Developer, North Island College, Indigenous Education

JANUARY 2023 – PRESENT

- Develop and design curriculum content for an Indigenous education core competency course for staff and faculty members of North Island College
- Research and gather information on the history, culture, traditions, and current issues faced by Indigenous communities in the area served by the college
- Work with Indigenous community leaders, educators, and scholars to ensure the course upholds their experiences, resilience, and knowledge; and to ensure that they are authors of their own story
- Evaluate the effectiveness of the Indigenous education course through assessments, surveys, and feedback from participants
- Update and maintain the curriculum content to reflect the latest developments and changing needs of the Indigenous communities served by the college

Sessional Instructor - Indigenous Language Fluency Certificate (Bakʷəmkala), North Island College

SEPTEMBER 2025 - PRESENT

- Deliver hands-on, land-based instruction in ILF108 rooted in Indigenous science, seasonal rounds, ecological relationships, and culturally grounded methodologies.
- Facilitate field labs, plant-based research, and immersion activities integrating Bakʷəmkala language with Indigenous ecological knowledge.
- Mentor students through plant-focused research projects, reflective learning logs, dual-language presentations, and experiential learning assessments.
- Support students' development of holistic fluency-building skills through ILF109 internship activities, including Elder engagement, community-based learning, and intergenerational language practices.
- Guide students in weekly reflection practices, goal-setting, and self-evaluation to deepen understanding of language revitalization and community immersion.
- Maintain collaborative relationships with Elders, Knowledge Keepers, and fluent speakers to ensure course delivery upholds cultural integrity and community-defined priorities.
- Provide clear learning outcomes, facilitate student support and check-ins, and uphold NIC instructional expectations in blended, land-based, and in-community instructional environments.

Sessional Faculty, Langara College, Recreation Studies

APRIL 2022 — PRESENT

- Responsible for the effective delivery of the following courses:
 - RECR1162: Direct Leadership in Recreation (In-person Delivery)
 - This course involves a 4-day field school with students spending time in the outdoors to learn about themselves as leaders, and to learn from their classmates and the natural environment. It also involves group activities, field trips, experiential learning, reflective practices, and a strong focus on intercultural communication and connection.
 - WILX1101: International Work/Volunteer Experience Internship I (Online, Asynchronous)
 - In this course, students participate in an international internship of up to two weeks. The internship involves observing and exploring an international professional environment with an intercultural and land-based learning focus. Students practice intercultural communication and engagement skills in an international work/volunteer environment.
 - RECR3230: Leadership and Management in Community Recreation (Online, Asynchronous)
 - In this course, students examine the theory and practice of enthusiastic, respectful, effective leadership in recreation. Students analyze concepts and skills that can enhance positive change in groups, teams, and organizations. They also examine self-awareness, values, diversity, and creativity as they apply to their own leadership and leadership in the field of recreation.
 - RECR2295: Recreation Reimagined (Online, Asynchronous)
 - In this course, students explore the evolving role of recreation in fostering personal and collective well-being. Students examine the relationship between recreation, resistance, and social change, analyzing how systems such as capitalism and colonization shape our engagement with rest, play, and community. Through reflection and discussion, students consider how recreation can be a tool for healing, joy, and liberation—both personally and in the broader field of recreation.
- Implement creative strategies in the preparation and delivery of instructional and theory activities; take initiative in providing documentation and follow-up with regard to student concerns and problem resolution; and bring facilitation skills to managing conflict.
- Plan and prepare learning materials for instructional environments, using a variety of approaches and materials, as appropriate, to address different learning needs.
- Teach in assigned subject areas and include all required subject matters and skill activities in courses and course outlines. Ensure support is offered to students in classroom settings and during scheduled office hours, including discussions around progress and other issues that may influence learning.
- Implement the College's vision, goals, and objectives as they relate to teaching and learning. Carry out teaching assignments with organizational skills and relational skills, as well as knowledge of subject matter, pedagogy, and curricular design.
- Clearly communicate learning outcomes, verbally and in writing, for programs and courses, and the ways in which learners will be evaluated against those outcomes. Design and conduct evaluations or appraisals, and keep students informed of their progress. Administer final grades and maintain records of student enrollment, achievement, and other records required by the College and affiliated agencies.
- Maintain continuous professional development of competencies and qualifications as required, actively participating as a student, attending development opportunities, and engaging in scholarly activities.

Centre Operations & Project Analyst / Faculty Developer, North Island College, Centre for Teaching & Learning Innovation

DECEMBER 2021 — DECEMBER 2023

- Responsible for the coordination and execution of all seven phases of program review at NIC, for multiple academic departments and program areas at any given time
- Collaborate with faculty, department chairs, and deans to establish program review goals, structure timelines, develop self-studies, execute external reviews, create action plans, and more
- Design and develop an array of program review documents, including templates, manuals, agendas, and more
- Facilitate program review meetings, fostering a collaborative environment for meaningful discussions on continuous quality improvement strategies
- Support other departmental initiatives and projects, including the Quality Assurance Process Audit and the development of the "Academic Integrity Matters" Faculty course

Project Analyst, North Island College, Indigenous Education

APRIL 2022 – SEPTEMBER 2022

- Report on the Working Together Indigenization Strategic Plan, and report on the Aboriginal Service Plan funding
- Maintain and strengthen relationships with community members, organization partners, knowledge keepers, Elders, and more
- Maintain daily administrative tasks such as budgeting, financial reports, and compiling and sorting data from Elder & Navigator Reports
- Coordinate and support regional meetings, events, and committee meetings
- Develop official documentation including space use protocols and requests for proposals
- Coordinate the planning of a multitude of events, for example the Indigenization Symposium and the grand opening of q̓əṛpixidəʔas

Masters Capstone Project Implementation, North Island College, Indigenous Education

JANUARY 2022 – OCTOBER 2023

- Partnered with North Island College (NIC) to develop a capstone research project that serves the needs of the college and the Indigenous communities that NIC seeks to serve.
- Planned and facilitated a two-day symposium using the Kwakwaka'wakw methodology of Nanwakola (bringing together of wise peoples to seek solutions) to address the research question: "How might we progress epistemic justice and reduce the hierarchy of epistemologies at North Island College?"
- Developed a website, research paper, and accompanying materials to document and share the wisdom generated through the symposium. [Read more here.](#)
- Supported the implementation of the Working Together Working Group, the primary action arising from the symposium findings.

Instructional Assistant, Langara College Recreation Studies , Vancouver

DECEMBER 2018 – AUGUST 2022

- Primary contact for the department, supporting students, faculty, applicants, and interdepartmental service coordination
- Assisted faculty with curriculum development, course design, and integration of new technologies
- Supported Indigenous, intercultural, and community development initiatives including international partnerships
- Contributed to strategic planning and decision-making as a member of the Departmental Leadership Team
- Supported Program Review, External Review, and Degree Quality Assurance Board submissions
- Led communications and marketing initiatives including promotional materials and website design
- Designed and implemented recruitment strategies (e.g., high school presentations, info sessions, social media)
- Coordinated and delivered departmental events such as conferences, faculty meetings, and award ceremonies

Strategic Planning Consultant, Erin Wilkins Consulting, Vancouver

FEBRUARY 2021 – PRESENT

- Facilitated strategic planning alongside principal consultant for non-profit organizations
- Developed reports, infographics, and virtual collaboration spaces for multi-stakeholder engagement
- Co-facilitated visioning workshops to identify shared organizational goals, values, and missions
- Supported implementation planning, decision-making, and evaluation processes
- Built effective communication strategies across divergent viewpoints
- Maintained a strong lens on justice, equity, diversity, and inclusion in all aspects of facilitation and reporting

Outreach Educator & Seasonal Coordinator, BC AdventureSmart, Vancouver

APRIL 2016 – DECEMBER 2019

- Delivered workshops and presentations to diverse audiences across BC, with up to 500 attendees
- Maintained partnerships with BC Parks, Metro Vancouver, Destination BC, and Search and Rescue groups
- Conducted media interviews on outdoor safety with outlets including CBC and CTV
- Designed campaigns and workshops for newcomers, youth, and community organizations
- Managed seasonal budgets exceeding \$20,000

RESEARCH

Musqueam Recreation Research Project

OCTOBER 2022 - APRIL 2025

Role: Applied Research Lead**Institution:** Langara College, Recreation Studies Department**Funding:** \$5,000 (Langara College, Recreation Studies Department)

Led an applied research initiative in partnership with Musqueam Recreation to explore how Langara College's Recreation Studies Department can better support Musqueam learners, particularly in the realm of recreation education. Responsibilities included:

- Co-developing the research project with the Musqueam Indian Band Director of Recreation
- Designing and administering community surveys to assess recreational needs
- Analyzing and presenting findings to inform departmental and community priorities
- Co-facilitating professional development for faculty to deepen relationships with Musqueam Recreation
- Authoring a research paper outlining short, medium, and long-term recommendations for sustainable, reciprocal partnership building

[Read the full paper](#)

Inclusion, Diversity, Equity and Accessibility in Public Recreation Research Project

JUNE 2024 - MAY 2027

Role: Co-Principal Investigator**Institution:** Langara College**Funding:** \$360,000 (Community and College Social Innovation Fund – CCSIF)

Co-leading a multi-year participatory action research project exploring how immigrant and racialized community members conceptualize recreation and experience barriers to accessing municipal recreation services. Key contributions include:

- Designing and guiding qualitative and quantitative data collection methods
- Coordinating collaboration between equity-deserving communities and municipal recreation staff
- Facilitating community engagement sessions and workshops
- Supporting knowledge mobilization strategies to inform local policy and service delivery
- Training student researchers and incorporating intercultural and decolonizing methodologies

[Learn more](#)

Huu-ay-aht First Nations Virtual Reality) Research Project

JUNE 2023 - MAY 2026

Role: Co-Principal Investigator**Institution:** North Island College**Funding:** \$360,000 (Community and College Social Innovation Fund – CCSIF)

Co-leading a collaborative research project with Huu-ay-aht First Nations, exploring the potential of Virtual Reality (VR) in community-driven education, cultural revitalization, and tourism. Responsibilities include:

- Leading participatory research processes rooted in Indigenous methodologies
- Coordinating interviews, focus groups, and community engagement visits in Anacra and Port Alberni
- Supporting youth mentorship and digital capacity-building within the Nation
- Synthesizing findings into accessible digital and physical knowledge products
- Overseeing ethics, consent, and respectful research governance aligned with HFN protocols

[Learn more](#)

WORKSHOPS FACILITATED

Musqueam Cultural Day: Access Points to Relationship Building

APRIL 2025

Facilitated an immersive and interactive Musqueam Cultural Day event in partnership with Musqueam Recreation, centered around building relationships and fostering dialogue between Langara College and Musqueam community members. Guided engaging World Café-style discussions structured around shared values, real and perceived barriers, and emerging ideas, encouraging participants to reflect deeply and share diverse perspectives. Created a supportive, inclusive environment grounded in Musqueam values—respect, inclusiveness, honour, pride, and shared responsibility—enabling open dialogue and reciprocal learning. The event successfully established pathways for ongoing collaboration in recreation and education, receiving positive feedback for its meaningful content and interactive approach.

Play-Based Leadership, Tla'amin Nation & qathet School District, Powell River BC

FEBRUARY 2025

I provide comprehensive training to both internal and external participants on the program review external review process. Through engaging presentations, I aim to educate and inspire individuals involved in the external review, facilitating effective and transparent communication. I equip participants with the knowledge and skills to ask pertinent questions and provide insightful answers, ensuring the generation of a valuable external review report.

External Review Orientation Sessions, Courtenay, BC

JANUARY 2022 – DECEMBER 2023

I provide comprehensive training to both internal and external participants on the program review external review process. Through engaging presentations, I aim to educate and inspire individuals involved in the external review, facilitating effective and transparent communication. I equip participants with the knowledge and skills to ask pertinent questions and provide insightful answers, ensuring the generation of a valuable external review report.

Academic Integrity and Artificial Intelligence, Courtenay BC

MAY 2023

Co-facilitated an engaging and interactive workshop, centred around exploration of the intersection between academic integrity and artificial intelligence (AI). Participants were engaged in dialogue and activities that resulted in a comprehensive understanding of ethical considerations when incorporating text-generative AI tools into their courses. Strategies to educate students about data mining and privacy concerns were also explored. Through thought-provoking discussions, activities, and case studies, faculty left the workshop equipped with actionable ideas and newfound confidence to foster academic integrity and responsibly integrate AI in their classrooms in alignment with evolving technological landscapes. The workshop received positive feedback for its impactful content and engaging delivery.

NIC Program Review Luncheon, Courtenay BC

APRIL 2023

As the host of the program review luncheon, I orchestrated a dynamic event that brought together a panel of speakers to share insights and foster extended discussions on the program review process. The luncheon provided a platform for participants to explore what is currently working well, identify areas for improvement, and offer valuable advice to future departments undergoing the process. Through interactive activities and engaging dialogue, attendees gained actionable strategies and enhanced their understanding of effective program review practices.

NIC Indigenization Think Tank Symposium , Courtenay BC

JULY 2022

Organized and co-facilitated a two-day symposium for my Master's Capstone Project. The symposium spanned two days and featured group discussions, reflection activities, and envisioning sessions focused on challenges and solutions related to Indigenization and Indigenous-led education. Interviews were conducted both asynchronously and via video conferencing to gather additional insights. The symposium and interviews complemented each other, highlighting a shared desire among participants to enhance existing systems. This research project embraced an anti-oppressive approach, prioritizing relationships and personal growth as catalysts for transformative change. Further details [can be found here](#).

Settler Ally Entry points to Decolonizing Higher Education, Vancouver BC

APRIL 2022

Facilitated an immersive and interactive faculty workshop centered around decolonization in higher education. Led engaging learning sessions and guided thought-provoking conversations, encouraging participants to reflect on their teaching practices and explore ways to incorporate Indigenous ways of knowing. Collaborated with a graphic artist to visually capture insights. Created a supportive and inclusive learning environment, fostering open dialogue and empowering participants to embrace uncertainty and take responsibility for their learning journey. Workshop received positive feedback for its impactful content and engaging delivery.

BC AdventureSmart "Train the Trainer" Workshops, British Columbia

2016 – 2018

Designed and delivered many "train the trainer" workshops to volunteers across the province of BC to certify them to become official AdventureSmart Presenters. These interactive workshops taught volunteers (SAR volunteers, park rangers, outdoor recreation college students and instructors, elementary and high school teachers, etc.) to deliver engaging presentations on the topic of outdoor safety and search and rescue prevention. These workshops would train presenters in one or more of the following presentations: "Survive Outside", "Hug-a-Tree and Survive", "PaddleSmart", "Snow Safety" and "CoastSmart".

BOARDS, COMMITTEES & VOLUNTEER WORK

Working Together Working Group, North Island College

2022 – PRESENT

Academic Quality Enhancement Working Group, North Island College

2022 – PRESENT

ProMotion Plus

APRIL 2021 – PRESENT

- Bobbie Steen Foundation Promotion Committee Member
- Bobbie Steen Foundation Selection Committee Member
- In Her Footsteps Selection Committee Member

Curriculum Review Committee, Langara College , Vancouver

MARCH 2021 – APRIL 2022

Twice elected as the Support Staff Representative on the committee.

Mental Health Advisory Committee Member, Langara College , Vancouver

JANUARY 2019 – MARCH 2020

- MHAC Evaluations Sub-Committee Member
- MHAC Training Sub-Committee Member

AdventureSmart Volunteer Presenter , BC Search and Rescue Association

APRIL 2016 – DECEMBER 2018

AWARDS & PUBLICATIONS

Connectedness, Resilience and Empowerment: Perspectives on Community Development and Well-Being

2023

Co-authored a research paper on the topic of "Embedding Intercultural Competencies in Community Development Education: Reflections on a Virtual Exchange" published in "Connectedness, Resilience and Empowerment: Perspectives on Community Development and Well-Being",

Insights Magazine Publication

2022

co-published an article titled: Embedding Intercultural Competencies In Community Development Education – Reflections On A Virtual Exchange

SportBC/ProMotion Plus

2019

Recipient of the Bobbie Steen Legacy Foundation Award for gender equity and inclusion advancing women and girls in sport, recreation and physical activity

Capilano University , North Vancouver

2015

- Graduate of the Dean's List
- 2015 Cohort Student Representative
- Royal Canadian Legion Branch 291 Scholarship Recipient for demonstrated leadership in sustainability and environmental initiatives
- Birgit and Robert Bateman Award Recipient for a commitment to environmental and sustainability initiatives

PD ACTIVITIES, COURSES & CERTIFICATES

Certificate: Cultural Safety Training, ISPARC

FEBRUARY 2025

PD: Cultural Day with Musqueam Recreation

APRIL 2025

PD: The History of the Liḡ'ı̨daǰ'

NOVEMBER 2024

Workshop: Transforming Educational Futures, Solvable

APRIL 2023

6 Week Course: The Art of Facilitation, Priya Parker

FEBRUARY 2023 – APRIL 2023

Certificate: The First Nations Principles of OCAP, Algonquin College

JANUARY 2023

Workshop: Decolonizing Practices, Nahanee Creative

JANUARY 2022

Certificate: San'yas Anti-Racism Indigenous Cultural Safety Training Program, San'yas

JANUARY 2022 – MARCH 2022

Certificate: TCPS 2: CORE 2022

MARCH 2022

TCDC Book Club: The New Education, Langara College

JANUARY 2020

PD: Strategies to Foster LGBTQ+ Inclusion in the College Classroom, Langara College

FEBRUARY 2020

Certificate: Responding with Respect, Mental Health on the Frontlines, Canadian Mental Health Association

FEBRUARY 2020

PD: Creating and Sustaining an Inclusive Campus Culture, Langara College

FEBRUARY 2020

TCDC Book Club: Small Teachings Online, Langara College

APRIL 2020

TCDC Book Club: White Fragility, Langara College

JUNE 2020

Workshop: Introduction to Indigenous Pedagogies, Langara College

JULY 2020

PD: Online Course Design and Delivery Workshop, Langara College

JULY 2020

Certificate: Certificate in Teaching Excellence, Langara College

SEPTEMBER 2020

Collaborative Online Intercultural Learning (COIL) Fellowship, Langara College

2019 – 2020

3 Day Workshop: Pursuit of Excellence, Context International

JANUARY 2019

PD: Immigration Myths & Misconceptions Workshop, Langara College

JANUARY 2019

2 Part PD Series: Actionizing Reconciliation Values, Langara College

FEBRUARY 2019

Workshop: 'Something's Up' Intercultural Inquiry - Roots of Cultural Differences, Langara College

APRIL 2019

Certificate: Mental Health First Aid, Canadian Mental Health Association

JULY 2019

PD: Organizing and Enriching Your Content in Brightspace, Langara College

SEPTEMBER 2019

TCDC Book Club: Creating Self-Regulated Learners, Langara College

SEPTEMBER 2019

Certificate: 250 Hour Yoga Teacher Training, Langara College

2019

Certificate: All Youth Matter Inclusion Certificate, ViaSport

2019

Course: Intercultural Communications, UBC

2019

PD: Brightspace Prep for Teaching: Content, Assignments, Discussions & Groups, Langara College

DECEMBER 2018

Workshop: Using Video in your Brightspace, Langara College

DECEMBER 2018

CONFERENCES ATTENDED

Rural Recreation Summit, Nanaimo BC

NOVEMBER 2024

Hosted by World Leisure Centre of Excellence

BC International Education Week, Victoria BC

JUNE 2023

Hosted by BC Council for International Education

<https://www.bccieevents.ca/bciew23>

National Indigenous Physical Activity & Wellness Conference, Virtual

MAY 2022

<https://iactive.ca/wp-content/uploads/2022/05/Program-Brochure-10-compressed.pdf>

International Virtual Exchange Conference, Virtual

OCTOBER 2021

World Community Development Conference, Nairobi, Kenya

JUNE 2021

<https://www.iacdglobal.org/events/wcdc/>

Co-presented the session titled: International Collaboration in Community Development Education: Reflections on a Transatlantic Partnership

International Virtual Exchange Conference, Tacoma Washington

OCTOBER 2020

<https://iveconference.org/>

BC Recreation and Parks Association Symposium , Whistler, BC

MAY 2019

<https://www.bcrpa.bc.ca/conferences/symposium/>

Attended 2019, 2021, 2022 & 2025

Recreation Facilities Association of BC , Harrison Hot Springs, BC

MAY 2019

<https://rfabc.com/events/>

SKILLS

Microsoft Office

Leadership

Creative Problem Solving

Classroom Management

Demonstrated skills in intercultural communication and relationship building

Accomplished in curriculum design through a student centred approach

Proven remote work skills including time management, prioritization and independent decision making

Communication

Project Management

Effective Teaching

Educational Philosophies

Confident at public speaking, both virtually and in-person to audiences as large as 500

Applied global leadership skills, including empathy, humility, dedication to social justice and self-awareness

Skilled in a multitude of educational computer programs, for example Brightspace, Kaltura, Padlet and more