



Year 2 (2026) - FAR Implementation Report

Recreation and Leisure Studies

Undergraduate Programs

(reviewed 2023/24)

Recommendation #1: Continue efforts to embed EDI & decolonization within department culture & coursework.

ARC Disposition of the Recommendation

ARC considers this recommendation to be accepted and in the process of implementation. The Committee expects that the Department is best positioned to determine appropriate strategies to continue embedding EDI and decolonization within department culture and coursework.

Implementation Plan (1st Priority)

Responsible for approving:	Department
Responsible for resources:	Department/Dean
Responsible for implementation:	Department
Timeline:	Dean of Applied Health Sciences to report by the end of academic year 2024-25.

Actions	Responsibility	Year One	Year Two	Year Three
Action #1: Annual review of what is being done within our undergraduate curriculum and research that highlights EDI and decolonization.	Chair, Department Committee	T	T	
Action #2: Curriculum review to determine where Indigenous and decolonization content could be further embedded.	Department Committee	T	T	
Action #3: Development of a land-based Indigenous outdoor education course.	Department Committee	T	D	
Action #4: Engage in a collective learning process on decolonization, Indigeneity, and EDI with annual activities and goals.	Department Committee	T	T	
Action #5: Development of an Indigenous CRC position.	Department Committee	C		

Comments 2025:

1. Review will be conducted as part of our Departmental retreat (May 20 & 21, 2025).
2. Spreadsheet has been developed and circulated in which faculty are indicating Indigenous and decolonization content in courses. This is ongoing.
3. Land-based Indigenous outdoor education course development has been delayed.

*On Target (T), Delayed (D), Complete (C), Complete and Ongoing (O)

4. Members of the Department are individually engaged in ongoing learning about decolonization, Indigeneity, and EDI. Members can report on any initiatives and activities in which they are engaged through a standing Department meeting agenda item. The Department is participating in a Faculty-wide EDI self-study initiative to collect data from students in an effort to better understand our student population.

5. A Canada Research Chair in Land-Based Indigenous Education position was developed and submitted for initial consideration by the Faculty of Applied Health Sciences in March 2024. However, this application was not accepted or subsequently forwarded for consideration at the University level.

Comments 2026:

1. Ongoing review will be conducted as part of our Department retreat (April 23 & 24, 2026).

2. RECL 3P11 retitled to Diversity, Equity, Inclusion and Decolonization in Recreation and Leisure (from Sociological Aspects of Leisure and Diversity) to better reflect content and intended course objectives. SPMA 3P41 cross-listed as RECL 3P41 – Sport, Community and Indigenous Resurgence providing additional opportunity for students. Renumbered Indigenous Communities and Recreation from RECL 2P94 to RECL 4P14 to align course content with learning objectives, scaffold with RECL 3P11 and help students meet year 4 requirements.

3. Land-based Indigenous outdoor education course development has been delayed. A position was developed and submitted for consideration in March 2024 but was not accepted (see Action #5).

4. Members of the Department are individually engaged in ongoing learning about decolonization, Indigeneity, and EDI. Members can report on any initiatives and activities in which they are engaged through a standing Department meeting agenda item. The Department is participating in a Faculty-wide EDI self-study initiative to collect data from students in an effort to better understand our student population. The Department will engage in EDI training at our Spring retreat (April 23 & 24, 2026).

5. A Canada Research Chair in Land-Based Indigenous Education position was developed and submitted for initial consideration by the Faculty of Applied Health Sciences in March 2024. However, this application was not accepted (see Action #3) or subsequently forwarded for consideration at the university level. No new calls for Indigenous CRCs have emerged since March 2024. Additionally, the Department has not been awarded any new faculty positions during this academic year (2025/26).

Recommendation #2: Make increased use of existing institutional and community resources to support enrolment growth.

ARC Disposition of the Recommendation

ARC considers this recommendation to be accepted and in the process of implementation. The Committee expects that the Department is best positioned to determine appropriate strategies to make increased use of existing institutional and community resources to support enrolment growth.

On Target (T), Delayed (D), Complete (C), Complete and Ongoing (O)

Implementation Plan (1st Priority)

Responsible for approving:	Department
Responsible for resources:	Department/Dean
Responsible for implementation:	Department
Timeline:	Dean of Applied Health Sciences to report by the end of academic year 2024-25.

Actions	Responsibility	Year One	Year Two	Year Three
Action #1: Explore the idea of forming an Alumni Advisory Committee/Alumni Champions Advisory Committee, that can meet annually to support the ongoing initiatives of the Department and provide strong links to industry partners.	Department External Relations & Communications Committee, Chair	T	T	
Action #2: Continue to coordinate efforts with the office of Marketing and Communications (MARCOM) and Recruitment to ensure the Department voice is accurately portrayed.	Department External Relations & Communications Committee	T	T	
Action #3: Invite FAHS marketing personnel to a departmental marketing and external relations committee meeting on an annual basis to explore unrealized potential opportunities.	Department External Relations & Communications Committee	T	T	

Comments 2025:

1. Alumni are being invited to participate in a think tank and roundtable discussion as part of the Department's Research Symposium on April 9th, 2025. It is anticipated the think tank and round table will become part of the annual Research Symposium.
2. Members of the Department's External Relations and Communications Committee have met with staff from MARCOM and the Recruitment & Liaison Services. As a result of participation in Brock's Curriculum Delivery Initiative in the Winter 2025 term, recommendations were made regarding updating RECL's website, developing/sharing specific marketing material for recruitment, and creating a student ambassador program through which potential applicants could shadow a current RECL student for a day. Actions are being taken to plan and implement these suggestions.
3. Members of the Department External Relations and Communications Committee have met with the Faculty of Applied Health Sciences' recently appointed Marketing and Communications Liaison Manager who will be attending the April 28th, 2025 Department meeting.

Comments 2026:

1. Approximately 20 alumni participated in a think tank and roundtable discussion as part of the Department's Research Symposium on April 9th, 2025. Alumni have been consulted on an ad hoc basis for various Departmental initiatives and projects. It is anticipated we will host another think tank and roundtable at our 2027 Research Symposium (we are hosting a student roundtable at the 2026 Research Symposium). In response to the feedback from the 2025 think tank, the Department launched a RECL Community of Practice which will take place twice a year. Our initial virtual Community of Practice was held on January 28th, 2026 and led by Beth Plato-Giles (BRLS '97). It brought together 25+ alumni, students and recreation professionals for rich conversation and networking.

On Target (T), Delayed (D), Complete (C), Complete and Ongoing (O)

- 2. Members of the Department’s External Relations and Communications Committee have continued to meet with staff from MARCOM and the Recruitment & Liaison Services. We have 5 RECL student ambassadors who will be representing the Department at Spring 2026 Open House and Summer 2026 Smart Start events. The Department’s website has been updated to reflect curriculum and program changes.
- 3. Members of the Department continue to meet with the Marketing and Communications Liaison Manager for the Faculty of Applied Health Sciences, on an ongoing basis as needed to promote the Department and faculty, staff and student stories/acheivements/initiatives.

Recommendation #3: Search for entrepreneurial and creative solutions to address budget limitations.

ARC Disposition of the Recommendation

ARC considers the recommendation to be accepted for consideration. The Committee expects that the Department will consider entrepreneurial and creative solutions to address budget limitations as part of larger curriculum discussions.

Implementation Plan (1st Priority)

Responsible for approving:	Department
Responsible for resources:	Department/Dean
Responsible for implementation:	Department
Timeline:	Dean of Applied Health Sciences to report by the end of academic year 2024-25.

Actions	Responsibility	Year One	Year Two	Year Three
Action #1: Conduct a curriculum review to identify courses which could be cross-listed.	Program Committee, Department Committee	T	O	
Action #2: Examination of the Department’s existing three micro-certificates (Outdoor Recreation Leadership, Recreation Programming Foundations, Therapeutic Recreation Foundations) and investigate how to re-tool these existing opportunities to better align with the needs of students and industry competencies. As part of this effort, we will connect with Brock’s Professional and Continuing Studies for support.	Program Committee, Department Committee	T	T	
Action #3: Identify and begin to explore/cultivate relationships with industry partners for possible grants, in-kind donations, and other revenue generating opportunities.	Department External Relations & Communications Committee	T	T	

Comments 2025:

- 1. The Department participated in Brock’s Curriculum Delivery Initiative in the Winter 2025 term. The possibility of cross-listing courses was discussed as part of this exercise. Suggested opportunities for cross-listing include qualitative and quantitative research methods (cross-listed at Faculty level) and On Target (T), Delayed (D), Complete (C), Complete and Ongoing (O)

a lifespan development and abnormal psychology course cross-listed at the Faculty level. Further work on cross-listing will be done at the Department retreat in May 2025.

2. The Program Committee has had initial discussions during the Winter 2025 term on certificates and microcertificates in light of potential effects of discontinuing the Concentration in Community Recreation and Concentration in Outdoor Recreation (recommended through the Curriculum Delivery Initiative exercise). Examination will continue through the remainder of the Winter 2025 term and at the Department retreat in May in anticipation of submitting any modifications with the Fall 2025 Undergraduate Program Committee curriculum changes.
3. Alumni and industry partners are being invited to participate in a think tank and roundtable discussion as part of the Department's Research Symposium on April 9th, 2025. Additional outreach work will continue throughout next year as part of the External Relations and Communications Committee work.

Comments 2026:

1. The Department's Program Committee continues to work on identifying courses to cross-list. The following courses have been cross-listed as a result of our initial review: RECL 3P41 – Sport, Community and Indigenous Resurgence (SPMA 3P41) and RECL 4P43 – The Business of Ecotourism (TOUR 4P43).
2. Examination of certificates and microcertificates continues by the Department's Program Committee. Substantial curriculum changes were submitted as a result of participation in the Curriculum Delivery Initiative. As these changes are being implemented in the 2026/27 Calendar, the Department plans to monitor "ripple effects" on certificates and microcertificates over the next several years.
3. Approximately 20 alumni participated in a think tank as part of the Department's Research Symposium on April 9th, 2025. Outreach work continues through the External Relations and Communications Committee. Faculty teaching outdoor recreation/outdoor education courses have collaborated with ALIVE Outdoors, an industry partner, on winter outdoor equipment use and program delivery for RECL 2P26.