

TRENT

MILLENNIAL ISSUE

WINTER 2018 49.1

PUBLISHED BY THE TRENT UNIVERSITY ALUMNI ASSOCIATION

18 YOUNG ALUMNI IN
THE WORKPLACE

24 MILLENNIAL MENTAL
HEALTH

Dalal Al-Waheidi '98

Young grads and volunteerism

Distributed in accordance with
Canada Post Canadian Publications
Mail Sales Product
Agreement #40064326.

TRENT UNIVERSITY



venngo®
memberperks® for

ALUMNI
TRENT UNIVERSITY

Real discounts from over 2,000+ brand name stores and local shops.

Limited time pricing for Trent University Alumni. Only \$29.99 per year!

start saving

at trentu.venngo.com



©Copyright 2018 Venngo Inc. All rights reserved. MemberPerks® is a registered trade-mark of Venngo Inc. All other trade-marks are the property of their respective owners. perks and/or discounts may not be as shown, and are subject to change without notice. V1_20180122

TRENT is published three times a year in June, November and February by the Trent University Alumni Association. Unsigned comments reflect the opinion of the editor only.

Trent University Alumni Association
Alumni House, Champlain College
Trent University
Peterborough, Ontario, K9L 0G2
705.748.1573 or 1.800.267.5774, Fax: 705.748.1785
Email: alumni@trentu.ca

trentu.ca/alumni

EDITOR • MANAGING EDITOR

Donald Fraser '91

COPY EDITOR

Megan Ward

DESIGN

Beeline Design & Communications

CONTRIBUTORS

Dalal Al-Waheidi '98, Donald Fraser '91, Lee Hays '91
Adam Hopkins '03, Melissa Moroney,
Elizabeth (Biz) Roe Pfeifer '85, Jenna Pilgrim '12,
Kathryn Verhulst-Rogers, Kate Weersink

EDITORIAL BOARD

Marilyn Burns '00, Sebastian Cosgrove '06,
Donald Fraser '91, Lee Hays '91, Melissa Moroney,
Ian Proudfoot '73

PRINTING and BINDING

Maracle Press, Oshawa

TUAA COUNCIL HONORARY PRESIDENT

T.H.B. Symons

PRESIDENT

Jess Grover '02

VP CAMPUS COMMUNITIES

Karen McQuade Smith '06

VP COUNCIL ORGANIZATION

Vacant

VP COMMUNICATIONS & MEMBERSHIP

Sebastian Cosgrove '06

VP ENGAGEMENT AND PHILANTHROPY

Maile Loweth Reeves '79

COUNCILLORS

Wei Lynn Eng '99, Athena Flak '99, Tawny Flude '07,
Karen Foster '05, James Forrester '14, Rae Gibeault '93,
Dorcas Mensah '13, Danen Oberon '07, Herb O'Heron '75
Steven Robertson '93, Jessica Rogers '12

CHAPTER PRESIDENTS

Maile Loweth Reeves '79 (York Region)
Caleb Smith '93 (Niagara Region)
Laura Suchan '84 (Oshawa/Durham Region)
Lorraine Bennett '72 (Vancouver)
David Wallbridge '96 (Halifax/Dartmouth)
Steve Cavan '77 (Saskatoon)
Gordon Copp '76 (British Isles)
Patrick Lam '86 (Hong Kong)

COUNCIL-COLLEGES LIAISON

Jessica Rogers '12

SENATE ALUMNI REPRESENTATIVE

Danen Oberon '07

GSA REPRESENTATIVE

Danielle Harris '06

DIRECTOR OF ALUMNI AFFAIRS

Lee Hays '91

ALUMNI SERVICES COORDINATOR

Sue Robinson

ALUMNI & DEVELOPMENT COORDINATOR

Julie Ellis

MANAGER OF ALUMNI AFFAIRS & CONVOCATION

Joanne Sokolowski



11



29



32

- 4 | Editorial
- 5 | University President's Message
- 6 | What's New at Trent
- 8 | Spotlight on Research
- 10 | Director's Message
- 11 | WE Generation
- 16 | Biomaterials
- 18 | Millennials in the Workplace/ Success Stories
- 24 | Millennial Mental Health
- 29 | The Indigenous Population Boom
- 32 | Millennial Myths
- 34 | Help Transform Bata Library
- 39 | Alumni Day of Service

Follow us @trentalumni on Twitter,
@trent_alumni on Instagram,
The Trent University Alumni
Association page on Facebook, and
The Official Trent University Alumni
Association group on LinkedIn.

ON THE COVER:

Dalal Al-Waheidi '98

Photo: Michael Hurcomb



Shutterstock.com © one line man

THE X, Y, AND Z OF GENERATIONAL MYTHS

I believe it was Alumni Affairs staffer **Sarah Carthy '13** who first called me "the world's oldest Millennial." I was in the process of Instagramming a cupcake (yes, I Instagrammed a cupcake!) when Sarah, herself a Millennial, laughed and said, "you're worse than me!"

Here's the thing, though: there's really no "worse than" here. I felt no shame in Instagramming that über-cute pastry—and I felt no shame in being called a Millennial. That "old" part, however, did kind of sting a bit. Forget about what the media tells us—which is that Millennials are ruining, well ... everything. Ignore the memes about avocado toast, selfies, and snowflakery. Take all those stories about a lack of ambition and stuff 'em in your artisanal mason jar mugs. Millennials are just like any generation: struggling to keep up with rapidly changing times, and completely and utterly misunderstood by many of the oldsters that came before them. And like the previous few generations before them, they take all kinds of needless heat for having to survive the increasingly complex and demanding world into which they were born.

I remember being a young Generation X grad. I remember the media painting us all with the same plaid, flannel brush. We were Prozac-popping slackers who didn't want to work and would spend the rest of eternity living in our parents' basements. Forget about the early '90s recession. Ignore the massive employment shadow of the boomer generation. Never mind that all most of us could find after university was a "McJob." We were branded as adrift, apathetic, and cynical. These were the labels we wore into a nearly-non-existent job market.

Since then, I've found that most clichés thrown around about generations say more about those perpetuating them than they do about the subjects themselves. Millennials are snowflakes? If by snowflake you mean hyper-aware of racial, cultural, and gender-based inequalities in language and action, then yes, they're snowflakes. They're social media junkies? According to the fine folks at Neilson, my generation has them beat on an hours-of-social-media-per-week basis, with boomers being not that very far behind us. That they'd rather buy fancy coffees than save for a house? With the average house price in major cities hovering around \$1 million, how on earth could they realistically hope to buy real estate? What's more, why would they want to? Besides all that, doesn't a generational



Boom graphic: Shutterstock.com © Chinch

trend in behaviour say equally as much about a generational trend in parenting? As the cool kids say: boom!

In this edition of *TRENT Magazine*, we're looking to the landscape into which our Millennial alumni have graduated. We're going to delve into the job market, into trends in mental health, and into volunteerism—all through the eyes of some of our youngest alumni. Oh, and we're going to dispel a few myths along the way.


Most importantly, we're going to learn a few things. No, not about kale, kombucha, or selfie sticks, but about the current state of the world that 20- and 30-somethings have inherited, and how Millennials are going to help shape the future.

Hopefully, you'll enjoy it ... and then share it on Facebook and Twitter. Just like the Millennials taught us to do.

Donald Fraser '91

donaldgfraser@trentu.ca

Don't forget to follow us

-  @TrentAlumni
-  @Trent_Alumni
-  Trent University Alumni Association page
-  The Official Trent University Alumni Association



A MESSAGE FROM THE PRESIDENT & VICE-CHANCELLOR

CHALLENGE THE WAY YOU THINK: MILLENNIAL EDITION.

Every generation seems to have its doubts about the generations that precede and follow it. This may explain why our Millennials, born in the '80s, '90s and early 2000s, have often been described as “challenging” by an older generation of employers and social commentators (and why they themselves have questioned and criticized the values of the so-called baby boomers).

I don't share the apprehension about Millennials that has been the subject of so many magazine articles and Internet memes. While I don't believe that their way of thinking will be a panacea for the ills of the world, I do think that they are characterized by a willingness to question, which is very much in keeping with Trent's commitment to “challenge the way that you think.”

This Millennial trait is reflected in their interests in business, technological and social entrepreneurship; in their environmental initiatives; in their openness about mental health awareness; and in technological advancements like those that have characterized artificial intelligence. In this issue of *TRENT Magazine* we

feature Millennial Trent alumni who are challenging the way the world thinks and operates, and positively changing it as they do so. If you want to feel good about Millennials, I recommend that you read about **Dalal Al-Waheidi's '98** work with WE Day Global and **Adam Hopkins's '03** work on issues of Indigenous youth and education.

The innovative ways that Millennials think is reflected even in the way that two of our alumni have thought about a morning cup of coffee. This has produced a revolutionary new product produced from Ontario soybeans: the Prolong Travel Mug developed by **Michael Floros '15** and **Michael Tessier '14**, whose work has been guided by **Dr. Suresh Narine '91** in the Trent Centre for Biomaterials Research. The mug is an environmentally friendly product that quickly brings a hot drink to the temperature recommended by the World Health Organization—and keeps it there for hours, prolonging your enjoyment and lowering the risk of cancer posed by very hot beverages.

I hope that these stories will be read by many of our Millennial

alumni—and that, like these Trent grads, your Trent education provided you with the transformative education needed to succeed in a way that helps you have a positive impact on our ever-changing world. I would like to end this letter by giving you an example that will illustrate how your own willingness to challenge ordinary ways of thinking is very much in keeping with a tradition that characterizes previous generations of Trent graduates.

You may have noticed that the Law Society of Upper Canada recently changed its name to become the Law Society of Ontario. This is a remarkable change for a society that clung to its original name for over 220 years—long after the name “Upper Canada” disappeared from the vernacular. There are many good reasons for this (to have a name that most people understand, to eliminate the touch of pretension the old name maintained, to have a name that makes more sense to Indigenous people and immigrants). If one looks behind them, one finds a Trent alumnus: **David McRobert '80**, who went on to complete a master's degree in Environmental Studies and an L.L.B. from Osgoode Hall. For many years, he has been the driving force that pushed for this change.

Confucius held that the key to good government is calling things by their right names. I want to thank David for accomplishing this. Thank you to our many alumni—Millennial and non-Millennial—who are producing a better world by challenging the way we think.

Leo Groarke, Ph.D.
President & Vice-Chancellor
leogroarke@trentu.ca



SANA VIRJI '12 and **RIBAT CHOWDHURY '11**, Owners, Ribitt. Please see a profile of these Millennial entrepreneurs on page 20.

WHAT'S NEW

AT TRENT UNIVERSITY



Trent Set to Become Canada's Premier Cleantech Destination

A new name and brand identity for the former Trent University Research and Innovation Park has secured Trent University as a premier destination for innovation and clean technology. Now dubbed Cleantech Commons at Trent University, the park promises to be a cornerstone of the region's economic growth and potential. The new brand identity reflects the integration of

knowledge and a connection to nature that lies at the heart of this partnership between Trent University and the City of Peterborough.

"We wanted an identity that would communicate all of the potential that exists in this space for businesses, partners, researchers, workers and the community. It had to be imaginative and future-focused and this brand fit

the bill," said Dr. Leo Groarke, president and vice-chancellor of Trent University. "I have no doubt that the City of Peterborough and the University have the potential to become the destination for green, clean businesses that can change the world."

cleantechcommons.ca

Trent Provides Future Doctors and Veterinarians with Competitive Advantage

A new partnership between Trent University and St. George's University in Grenada, which is unlike any other in Ontario, is giving students the opportunity to graduate from Trent and qualify for direct entry into medical or veterinary school.

Trent students will spend four years completing an undergraduate degree in the program of their choice as part of the new Medical Professional Stream (MPS) at either the Peterborough campus or Durham GTA campus. Students will then travel to the oceanfront campus of St. George's University in Grenada, West Indies to attend its renowned schools of medicine and veterinary medicine.

"Challenge the way you think—and in this case about entry into medical

or veterinary school," says Dr. David A. Ellis, acting dean of Arts and Science, at Trent University, and coordinator of the MPS. "North American and Caribbean medical schools are less interested in what students' degree majors are; successful entry relies on much more than top grades. This has led to Trent's unique MPS. Aspects of the MPS

program were recognized by St. George's University, and as a result, students who successfully complete the MPS will receive priority entry into their medical school or veterinary school."

trentu.ca/med-vet



Future Olympians Get an Oar Up at Trent

With the Otonabee River running through the centre of Trent University's Symons campus, it's no surprise that rowing is deeply embedded in Trent's culture. Continuing Trent's longstanding history of excellence in rowing is the announcement that Rowing Canada Aviron has designated Trent as a NextGen Hub. As one of only five universities in Canada to hold this distinguished title, Trent will be the home and training ground for the future generation of Olympic rowers. This groundbreaking program is a multi-partner initiative between Trent University, the Peterborough Rowing Club, Rowing Canada Aviron, RowOntario, Own the Podium and Canadian Sports Institute Ontario.

The state-of-the-art training facilities at the Trent Athletics Centre, including the indoor rowing tank, Trent's riverside location, and our standing as Ontario's number one undergraduate university were all key factors in securing the University as a location for the NextGen Hub, ensuring that future Olympians will experience an unparalleled opportunity to combine high performance training with a world-class education.



Five New Graduate Programs

Coming this fall, Trent is set to offer five new graduate programs that respond to the changing needs of national and global job markets. Starting in September, Trent will become home to the following:

- Canada's First Course-Based Master of Science in Forensic Science
- Ontario's First Addiction and Mental Health Nursing Graduate Diploma
- Professional Master of Management*—offered exclusively at Trent Durham GTA
- Instrumental Chemical Analysis Masters & Graduate Diploma, the First in North America
- Graduate Diploma and Master of Bioenvironmental Monitoring & Assessment*—the first online graduate programs of their kind in Canada

Each program combines theoretical and critical knowledge with practical, hands-on skills essential to leadership and success in each field.

For more details on the specifics of programs and how to apply, visit trentu.ca/graduatestudies

* Pending Ministry approval. Prospective students are advised that offers of admission to a new program may be made only after the university's own quality assurance processes have been completed and the Ontario Universities Council on Quality Assurance has approved the program.



And The Award Goes To: Trent Durham GTA Grad Wins Teaching Award

Trent University Durham GTA Psychology alumna **Colleen Shaw '08** is challenging the way we think about special education. Known for her innovative use of meditation alongside technology in her classroom, Ms. Shaw's classroom is a celebration of the work and thinking done by her elementary students who face behavioural challenges and Mild Intellectual Disability exceptionalities. This fall Ms. Shaw was recognized for her inspiring teaching methods as the recipient of the 2017 Ontario Teachers Insurance Plan Teaching Award in the Beginning Teacher category.

As an honours graduate of the Psychology program at Trent Durham, Ms. Shaw states that the wide-ranging courses in her field, from Child Development to Sensation and Perception, coupled with the opportunities she had outside of the lecture hall, were key opportunities that helped shape her teaching skills.

SPOTLIGHT ON RESEARCH

As home to many world-class researchers, Trent University has countless stories to tell when it comes to research success. Through our outstanding researchers, world-class facilities, and prestigious schools of study, Trent is a place where ideas and creativity connect and intersect with industry, non-profits, communities and real-world solutions. Read more about some of the top faculty, student, and alumni researchers who are making headlines.

FACULTY RESEARCH SPOTLIGHT

Tackling Climate Change Head On

There is a vital and pressing need to reduce greenhouse gas emissions as the concentration of atmospheric carbon dioxide continues to rise and the impacts of climate change



Dr. Ian Power examines soil sample on investigative site.

become more pronounced, and Dr. Ian Power is set to do something about it.

As the first-ever Canada research chair (CRC) in Environmental Geoscience, and a new faculty member in the Trent School of the Environment, Professor Power will focus the funding provided through his CRC position to better understand fundamental processes that can be harnessed to address environmental challenges including rising greenhouse gas emissions in the mining industry. It's an emerging field in geosciences that is ripe for scientific inquiry and technological advances at a time when the impacts

of climate change are becoming more pronounced. The position will also lead to the creation of a world-class research program that will further enhance Trent's environmental leadership.

"This research holds real promise for advancing efforts towards sustainable resource development, particularly in Canada's mining industry," said Prof. Power. "I'm looking forward to launching my research program at Trent that will lead to exciting innovations in environmental geoscience, and outstanding learning experiences for students."



STUDENT RESEARCH SPOTLIGHT

A Taste of the Tundra: Research Project Takes Master's Student to the Arctic

First time on a plane, check. First time on a helicopter, check. First time on a ship—and not just any ship, the largest icebreaker in Canada—first polar bear sighting, check and check. Environmental and Life Sciences Master's student, Cassie Defrancesco experienced a lot of amazing firsts on a recent research field trip to the Arctic Ocean. Taking part in the research expedition with Chemistry professor and Canada research chair in aquatic sciences and biogeochemistry at Trent, Dr. Céline Guéguen, Ms. Defrancesco worked collecting water samples, and examining the changes in organic material in that water all with an eye towards mitigating climate change.

"I came out of this research experience knowing how to communicate properly with a team.

I was surrounded by knowledgeable scientists 24/7. Scientists from the Institute of Ocean Sciences, Wood Hole Oceanographic Institute, and various primary investigators from universities around the world, many of whom have been researching the

Arctic ocean for many years," she said about her experience. "Now that I've been immersed in climate change research, I would like to find more ways to understand the impact, and then help reduce the rate at which climate change is occurring."



Cassie Defrancesco and research team smile before boarding the largest icebreaker in Canada.



FURTHER RESEARCH EXCELLENCE

Trent University tackles groundbreaking world-class interdisciplinary research projects. Trent continues to excel thanks to funding support, and new partnerships made with other Canadian and international institutions.



Not your traditional farmers field! Steve Bourne stands in Ripple Farms' aquaponic lab.

ALUMNI RESEARCH SPOTLIGHT

Transforming a Trent Degree into a Growing Business

His official title is CEO and co-founder, however, **Steve Bourne '09** wears many hats while operating Ripple Farms, a company that recently brought Canada's first urban farming unit to Toronto's Evergreen Brickworks—demonstrating that nutritious, sustainable food can be grown anywhere to feed anyone. Ripple Farms is a social enterprise that tackles food insecurity through education programs, and the production of nutrient-rich produce with an energy-efficient hydroponic/aquaponic vertical container system. Creating their own ecosystem, plants feed on ocean-wise certified tilapia excrement. The plants then filter the water for the fish.

"At Trent I was lucky to meet amazing people who truly shaped the way I see the world and what I should be using my talents for," expressed the Business Administration graduate. "I saw Trent as a place that prepared me to follow my passion and ultimately tackle real-world issues."



\$782,774 Funding Boost for Humanities and Social Sciences Research at Trent

Young farmers with uncertain futures, tech-savvy seniors, and the correlation between nature and well-being—a few of the topics Trent University researchers and graduate students will explore further thanks to \$782,774 in new funding from the Social Sciences and Humanities Research Council (SSHRC) this past fall.

Fostering International Research Collaborations

International student exchange opportunities and faculty research collaborations are on the rise for Trent students and faculty members thanks to a new agreement signed between Trent University and Universidad Iberoamericana Puebla in Mexico. President Groarke met with Dr. Fernando Fernández Font, president of Universidad Iberoamericana Puebla, to sign the agreement and explore opportunities that will place a special emphasis on sustainable business, water quality issues, and community development.

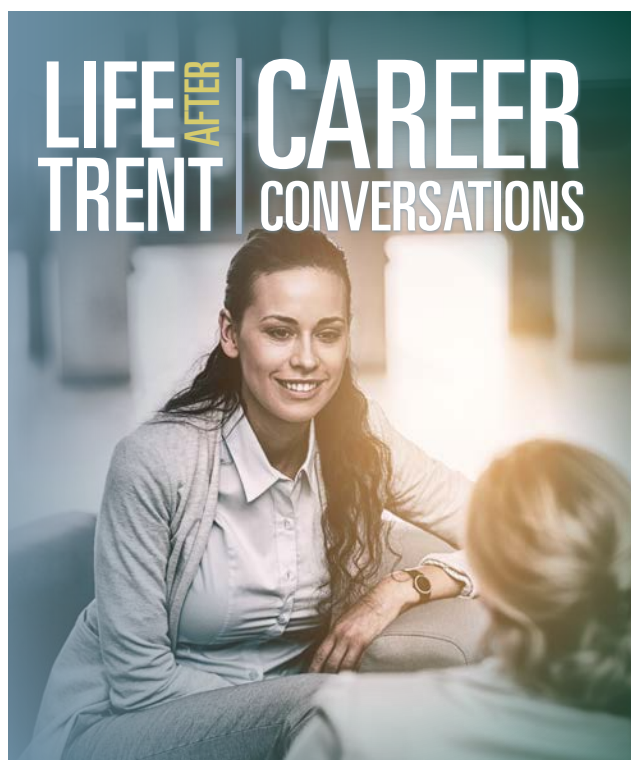
School of the Environment Receives Transformational \$1.4 Million Gift

An endowment award to support undergraduate student internships, an experiential education fund set to offer more capstone or residential field courses, and a library fund that will help provide research materials focused on areas such as water sciences and environmental geoscience are a few things set to garner support in the Trent School of the Environment (TSE). Thanks to an anonymous alumnus donor who gifted the School with an extraordinary \$1.4 million, there will be support for a wide variety of new student-centered research and experiential learning initiatives across the TSE.

Follow @TrentUniversity #TrentUResearch on Twitter to read more research highlights and stories, and share your own #TrentU research stories.



Trent University students, faculty, and donors celebrate the announcement of a transformational gift for the School of the Environment.



With 50,000 graduates in over 140 countries, Trent University's reach extends far beyond its Durham and Peterborough campuses. Not surprisingly, the ripple effect of a Trent University degree can be felt around the world. Despite the sometimes-immense geographic distance between alumni and the University campuses, a passion for contributing to a strong university community and helping those around us is a common thread keeping alumni connected to each other and our esteemed alma mater.

To nourish the ongoing connection with alumni around the world and to foster Trent graduate's commitments to community service, an annual Alumni Day of Service is being launched on Saturday, May 5, 2018. Alumni and their families around the globe are encouraged to volunteer their time, as a representative of the Trent University Alumni Association, on or around May 5, to a cause or organization that is meaningful to them. Free Trent Alumni Day of Service merchandise is available to anyone who registers as a volunteer.

For this inaugural year, we've selected an overarching theme of "Food" to help guide the planning of Day of Service. What does this mean? Almost anything, from collecting and sorting donations at a local foodbank, to serving a meal to those in need, to promoting food literacy. In Trent's home communities of Peterborough and Oshawa, alumni are invited to volunteer with food banks, Kawartha Food Share in Peterborough and Feed the Need in Durham.

To learn more and register your community volunteer experience please visit our website mycommunity.trentu.ca/day-of-service. We want alumni around the globe to show their Trent pride on May 5.

Another wonderful Trent community initiative brings alumni together with current students for career discussion events. **Life After Trent**, which initially started as a legacy

DIRECTOR'S MESSAGE

YOUR LIFE AFTER TRENT

project by fourth-year Business students in January 2014, has now grown to a branded banner program of Alumni Affairs, the Colleges, and Trent's Career Services Centre. In the past three years more than 100 alumni have shared their time, wisdom, and support to ease our graduates' transition to life beyond Trent University.

Life After Trent provides a variety of forums for post-grad discussions, including Networking Sessions, One to One Mentoring, Alumni-In-Residence experiences, and Alumni as Guest Speakers. Each of these opportunities provide the forum for students to engage with alumni while strengthening alumni connections to the university community.

NETWORKING SESSIONS

Multiple sessions are hosted each year where graduates of the past ten years are invited to come back to campus to network with current students and share their post-Trent education and career path experiences.

ONE-TO-ONE MENTORING

The Career Conversations program matches students and recent graduates with alumni for one-to-one mentoring discussions. The goal of the program is to help students or recent graduates gain insight into industries and occupations that are of interest to them, develop their professional network, improve communication and networking skills, and ease the school-to-career transition.

ALUMNI-IN-RESIDENCE

An alumnus/na is invited to move back to a College residence for a duration of one to two weeks. During this period the Alumni-in-Residence will often deliver a lecture or participate in panel discussions, be a guest speaker in classes, and host other fun and informal events with students.

ALUMNI AS GUEST SPEAKERS

Each year, many alumni come back to Trent in Durham and Peterborough and share their knowledge and career experience through lectures or visits to classes, including the highly popular Last Lecture.

Volunteering as part of the Alumni Day of Service or getting involved in Life After Trent are just two ways you can show your Trent pride and contribute to a strong and vibrant Trent community. To read about all of the various volunteer opportunities, from becoming a Trent ambassador in your community to participating on a council or committee, please visit our website trentu.ca/alumni/getinvolved. We look forward to hearing from you!

Lee Hays '91, director, Alumni Affairs & Annual Giving
leehays@trentu.ca

A portrait of Dalal Al-Waheidi '98, a woman with long brown hair, smiling, wearing a black top and a patterned necklace. The background is a blurred indoor setting. The text 'WE GENERATION' is overlaid on the bottom left of the image.

WE GENERATION

DALAL AL-WAHEIDI '98

It's four months before the WE Day season and 17 stadium-sized youth empowerment events reaching more than 200,000 young people in Canada, USA and UK. WE is a movement that brings together people who believe in the power of community and the ability to influence and change the world. WE Day is the amplification of the WE movement, celebrating those individuals in their yearly actions to bring light to local and global causes. In essence, WE is making doing good doable.

In a second-floor, glass-walled boardroom affectionately known as the fishbowl, the WE Day leadership team sits together for our first full planning session. The tasks ahead are gargantuan.

The logistics team must organize shipping across three countries. The special events team is negotiating with venues to host key stakeholders and donor events. The production team must hone in on the theme and content of the show for each market, which is customized to address local issues and celebrate local and

global heroes. The talent team is in conversation with our thought leaders who take the stage to empower and encourage the youth attending. And our volunteer engagement team is securing and training the hundreds of volunteers that come to help execute the event in each city.

Looking down the boardroom table, I notice something: the vast majority of the senior leaders on the team—all, save for myself—are Millennials.



The generation that we're told is lazy and entitled, the generation that supposedly doesn't believe in company hierarchy and confounds bosses, the generation that many assume is self-interested and tough to manage, runs this show. They work with world and thought leaders and leading celebrities with social missions to inspire hundreds of thousands of young people. They negotiate major contracts with sponsors allowing companies who care to give back and have these events free for students to attend. They create educational content that inspires actions and changes lives at local and global levels.

The negative characterization of young people in the workforce today has become so ubiquitous that it has a name. Simon Sinek dubbed it "the millennial question," and it goes something like this: what do young workers want, and, more importantly for their leaders, how can we support them to make the biggest impact in the workplace?

Talking about any generation in such wide-sweeping terms risks caricature.

The *Greatest Generation* are loyal.

Baby Boomers are ambitious.

Gen Xers are workaholics.

Millennials are technological whiz kids. These lazy assumptions fall apart when you look at the numbers. There are just under 10 million Millennials in Canada and they account for the largest percentage of the Canadian workforce.

Of course, no one description is going to ring true across the divides of race, class and background found in all generations. But there are some similarities dictated by technology and culture. By and large, Millennials are the most educated generation in Canada. They've grown up in a digital world. They communicate differently than their predecessors.

As executive director of WE Day, I've worked with hundreds of Millennials—not enough to come to any conclusions, but certainly enough to draw some observations from my unique vantage point.

First, you should know that my work with WE is, in large part, thanks to my time at Trent University. I was born in Kuwait, the daughter of Palestinian refugees. When the Gulf War ended in 1991, systematic racism towards Palestinians in the country grew. My parents, both teachers, were barred from public schools; I faced threats and taunts. So, we moved back to Gaza, from war-affected country to another war zone.

At 17, I was given a way out: a scholarship to study in international school in Norway. At 19, I came to Canada and enrolled at Trent, studying political science and international development. I'd seen the impact of conflict and instability on young people—I'd lived it myself—and Trent offered me the chance to go to Ecuador and learn firsthand about community development for

marginalized groups. My time there, working with grassroots organizations fighting poverty and providing education, cemented my passion for working with youth.

That passion—coupled with the experiences Trent gave me to work in development projects overseas—is what brought me to WE, first as an intern, then as an international projects director as I climbed the corporate ladder, and finally as the executive director of WE Day.



Many Millennials treat life as a buffet—

they're looking for the next challenge, they want to accumulate experiences that add to their personal goals as well as employment brand and make them more attractive to the next job.



WE is a movement of young people, directed, fostered, staffed and driven by young people. Craig Kielburger started it when he was just 12 years old and for the first years, the Board of Directors had an age limit. When members reached 21, they aged out and a fresh crop of young thinkers joined.

Over the years, WE has grown from its humble beginnings to a worldwide movement focusing on local and global causes, involving over

12,000 schools and development projects in eight countries. The WE movement now has people of all ages involved—from the elementary and high school students on the front lines to the university grads in their first jobs and the business and philanthropy veterans who help guide us on the board. Still, we've kept that youth focus and youth drive as Millennials make up the vast majority of our workforce.

I've worked with young people at many stages of their career. I know

that they don't fit neatly into one box. But I've learned some lessons, bumped into challenges and discovered tactics when it comes to managing a young team. Call it what you want—a problem with loyalty, a heightened awareness of one's own brand or an inability to commit—but Millennials are not scared to change jobs. There was a time when people's resumes had one company listed. They'd start with an entry level position, learn the ropes and work their way up slowly. Not anymore. Many

Shutterstock.com © one line man



Kim Fleves



resumes that land on my desk have two-year stints in widely different roles for different organizations.

The downside of this is obvious: it can be tough to keep Millennials' attention and tenure in the workforce. Employers want people to grow with the company. They want to foster deep organizational knowledge that will benefit all teams. In short, they want talented employees to stick around long enough to make an impact. Many Millennials treat life as a buffet—they're looking for the next challenge, they want to accumulate experiences that add to their personal goals as well as employment brand and make them more attractive to the next job. With this desire to jump around comes an assumption that they've earned a seat at the table without necessarily gaining the expertise to warrant it.

These two traits—an immediate desire for growth and responsibility coupled with a comfort in leaving positions they don't find instantly fulfilling—can lead some Millennials to privilege quantity of work over quality. They're so busy racking up experiences that add to their personal

and professional growth that they can charge ahead through assignments, using those oft-cited multitasking skills, eager to take on the next challenge. Sometimes their work can suffer for it. But there's an upside for these (what could be viewed as) shortcomings. And it has to do with motivation.

I live in a home with my husband and daughter in Toronto. Soon, we'll be joined by our second child. When we were house hunting, I noticed something. The older homes we saw all had walls. There was a kitchen, a dining room and a den with clear barriers between them. In contrast, many of the newly renovated homes we saw had open concept flowing spaces. The walls were often gone.

I see the same philosophy of openness in Millennials. They no longer have walls separating parts of their lives—they don't see a division between what they do, the brands they wear, the politics they espouse and who they are. Where young people work is a deep statement about them as people.

The lesson here is that a personal connection with their work is very important. Not only do a majority of

young people want to do well in the workplace while doing good in the world, but I have found that my team wants to understand the context of decisions being made. They want to know the strategy and the vision as this inspires them to do more. They want to see how everything we do contributes to our larger goal of making a positive impact locally and globally.

Building that connection takes time. A once-a-year check-in with their managers is no longer sufficient. It takes regular feedback on top of more structured reviews with open and honest communication about where the organization as a whole is heading. This is what I mean when I say motivation. Pay and perks are important—but not exclusively so. Millennials find intrinsic motivation even more compelling.

Everyone at WE Day is in the business of changing lives. Everything they do builds a movement that educates and empowers young people, helps them transform communities and better connect with the world. It's very important for me that every member—from the person who writes the scripts that will move



We Day Toronto. Photo: Vito Amati

WE is a movement that brings together people who believe in the power of community and the ability to influence and change the world.

But these all have simple fixes.

Not everyone is most productive from 9 to 5. Some of my team work best after a midday yoga class or would rather park themselves at a café all day. Others love their standing desks. They socialize together, both at work functions and beyond, developing trust and friendship. They use digital technology for everything, for social good.

The more challenging lesson—the one that will help employers get the most out of their young workforce while empowering Millennials to find meaning and purpose in their work—is in motivation. And that brings me back to the boardroom meeting with my senior team months ago. As we went around the table and teams presented their challenges, opportunities and plans, every person had a sense of ownership in their sphere and an opportunity to see how it all came together. Leaders then went back to their own teams to disseminate information and update objectives, ensuring buy-in from every member down the line.

Strong structure, clear communication and a vision for how their efforts contribute to the larger picture is how my team succeeds and over-delivers.

Millennials now account for more than 35% of Canada's labour force and estimates say they'll reach 50% of the global workforce by 2020. As companies evolve to meet their expectations, Generation Z is already knocking on the doorstep. The first university graduates from Gen Z are now entering the workforce. They bring new challenges—but like Millennials before them, companies that embrace these changes will get the most out of their workers while creating two-way mentorship that benefits everyone.

Dalal Al-Waheidi is the executive director of WE Day Global. She has over 15 years of extensive leadership experience in the area of management, program development, business development, and executive management within the WE organization.

peoples' hearts to the person who organizes the buses that will literally move thousands of young people into large stadium arenas safely—has a chance to hear the stories of transformation they've helped create. It's those stories that remind people about their passion for their work.

Beyond that, I strive to make sure that my team has chances for personal growth outside of their role. Whether it's leading volunteer trips overseas, helping at camp or going on speaking tours, these are all opportunities to build their skill set, add to their resume, challenge themselves and see their work in a new light. I know that some of the opportunities WE offers our employees are unique. Not every organization can train their members to lead a volunteer trip to Kenya, India or Ecuador. But every organization can find those additional motivators to inspire their employees.

I've learned other lessons managing a team of Millennials. They want flexibility in their workplace. They want to work in teams in an engaging atmosphere with a fun culture. They don't have time for legacy technology systems that fail to optimize performance.



Prince Harry at WE Day celebration in Toronto. Photo: Vito Amati

BREWING UP GOOD IDEAS in the Trent Biomaterials Lab



How a Pair of Trent Graduate Students Engineered a Revolutionary New Coffee Mug

While a good many ideas have come about over a hot cup of coffee, very few have come about as a result of that hot cup itself—until the introduction of the Prolong Travel Mug, that is. Introduced by a pair of inventive Trent graduate students—now alumni—Prolong delivers the dual benefits of rapidly cooling hot beverages to a safe 65°C in less than a minute, and maintaining that ideal temperature for taste, quality and health for hours. And it all came about because of the scalding fresh java at Otonabee College.

At the heart of the Prolong Mug is a unique, Ontario, soy-based phase change material (PCM) introduced by **Michael Floros '07** and **Michael Tessier '08** as part of their studies in the Trent Centre for Biomaterials Research (TCBR). The PCM liner of the mug goes to work as soon as you pour a hot beverage, rapidly absorbing excess heat from the liquid. As it does, the PCM converts from a solid to liquid state, storing the excess heat. Later, as the beverage begins

to cool, the process reverses, the PCM solidifies, and the stored heat is released back into the beverage, keeping it within the perfect drinking temperature range.

Also at the heart of it? Michael Floros's love of strong coffee.

"For something like six months or a year, Otonabee had a promotion where, if you brought a thermos mug, you got your coffee for a dollar or fifty cents or something," recalls Floros. "Mike and I—and other people from the lab—would go over all the time to take advantage of it. Unlike the others, though, I always had to wait to drink mine. Because I like coffee black, it would be absolutely scalding.

And I would always complain to the others that, while they would cool their drinks down with milk or cream, I didn't want to burn myself or dilute the flavour."

Eventually the students came to realize that their lab work could have a unique, real-world application. "One day we were just joking around and talking about how we should use the PCM to cool my coffee down," Floros recalls. "And then we realized that it was a concept that might actually work."

After creating what he calls "a few ugly prototypes," Floros and Tessier found that the technology worked as expected. They moved onto making a few "less-ugly" prototypes that also worked. "And this ended up turning into Prolong as it is now."

The process unfolded under the tutelage of Professor **Suresh Narine '91**, director of the TCBR and co-inventor of the mug.





Michael Floros, Suresh Narine and Michael Tessier

"The Michaels had some kind of spontaneous combustion together—and excitedly approached me to approve a project they conceptualized all on their own," recalls Prof. Narine. "To develop a series of phase change materials from food lipids which can effectively regulate the temperature of a cup of coffee."

It's just the latest example of entrepreneurial spirit coming out of the Biomaterials lab, where students are encouraged to take on research that will have a commercial and environmental impact.

"We deliberately seek students who are motivated by applied opportunities for their academic

work," explains Prof. Narine. "Students who find motivation by seeing their work impact society."

And Prolong impacts both the environment and human health. As a reusable mug, Prolong keeps waste from going to landfill. And because it uses a renewable resource, Ontario soy, the technology is a green one. But there are also health benefits to Prolong.

"Recent studies have shown that drinking very hot beverages can cause cancer," reports Dr. Narine. "In fact, the World Health Organization has classified beverages in excess of 65°C as probable carcinogen. With most hot beverages served in excess of 80°C,

that's a risk you don't want to take. The Prolong Travel Mug is smartly designed to ensure your favourite hot beverage is safe and comfortable to drink and travel with—for hours on end."

Which means that Millennial inventors Floros and Tessier won't ever have to worry about the temperature of their coffee—at Otonabee or in their current labs—ever again.

Michael Floros is a post-doctoral research fellow at the University of Toronto.

Michael Tessier is a research associate at Picton Mahoney Asset Management.

Say hello to the perfect hot beverage experience.

No more blowing on your favourite hot drink, waiting for it to cool. Gone are the days of nuking that cup of java... Introducing the Prolong Travel Mug.

Safe in minutes, savour for hours. Designed and developed at Trent, Prolong is the only travel mug that rapidly cools hot beverages to a safe* 65°C, and maintains the ideal temperature for taste, quality and health (65°C – 50°C) for several hours.

prolong
travel mug

**Order yours at
prolongmug.com**

Or, on Campus
at the TCSA office,
Trent Student Centre.



*The World Health Organization (WHO) classifies drinks hotter than 65°C as probable carcinogens.
† See website for details.

MILLENNIALS IN THE WORKPLACE

ELIZABETH (BIZ) ROE PFEIFER '85

When I was asked to write an article on Millennials in the workplace, the first thing that popped in my mind was ... "that's interesting, because right now we are living in what I believe to be an interesting time for employers." Why? Because today, looking across a typical company, you can find up to five generations of employees sharing office space: pre-boomers, boomers, Generation X, Millennials and Generation Z.

Millennials certainly do have their share of expectations, but luckily, these expectations or values cross over into other generations as well. I will highlight a few of these important values, but do not want to go into too much detail in these areas, since so much of what you read today about Millennials covers this. Rather, I would also like to include the importance of culture: how the culture of organizations plays a very important role in keeping all generations engaged,

including Millennials. The response to this question paints a very clear picture of where the organization may be struggling and where help is needed.

To me, corporate culture is the heartbeat of an organization—everything feeds off this, just like the human heart, which needs things such as nourishment, exercise and sleep to stay healthy. Companies need strong communication and a clear understanding of what is important to





their employees to keep engagement high and the business flourishing (healthy profits).

So why the interest in Millennials? It is because the reality is that Millennials have taken over the office. According to Statistics Canada's Demographic Estimates, Millennials are the largest generation in the workforce today. This should not be shocking considering Millennials are the most influential population in our market today, as they are reaching their peak employment years.

Millennials care deeply about work/life balance, and place importance on having a life, not just a job.

– Gallup

Millennials have had, and continue to have, a big impact on the office by influencing what they perceive office life should be like and how relationships between employers and employees should be structured. In order to have the most Millennial-friendly workplace, there are a few things you should know about the generation that will represent nearly 75% of the work force by 2030.

They want career opportunities: Millennials are eagerly expanding their experience and responsibilities, more than generations before them. Millennials often crave experience over other kinds of rewards. They want to use their talents and strengths to do what they do best every day. They want to learn and develop—they want their boss to be a great mentor, someone they can learn from. They want ongoing feedback, clear goals, and collaborative goal setting, which gives them an opportunity to be part of setting performance expectations they see as fair, relevant and challenging. No more once-a-year performance reviews, which were often one-sided and demotivating. More frequent and informal check-ins with managers allow employees to better see how their day-to-day work is linked to the organizations goals, which helps increase employee engagement.

They want their job to fit their life. The benefits and perks that Millennials truly care about are those that offer them greater flexibility and autonomy to lead a better life. Many feel so strongly about this that they are willing to change jobs for a specific benefit or perk. They want benefits and perks that will have direct impact on their lives and the lives of their family members. Gallup research on the Millennials revealed that they care deeply about work/life balance, and place importance on having a life, not just a job.

Flexibility and working remotely are part of this. Millennials want to be able to work remotely from home or from a coffee shop part of the week. They do not want to be forced to work from their office desk every day. In addition, their work has to have meaning and purpose or they will not be engaged and motivated on the job. If they feel their job does not have these things, then they will leave for a role where they will continue to learn and grow. The reality is that most Millennials have grown up in an environment in which they've been constantly kept busy. With hockey, dance, and piano lessons, there was no free time.

You need to engage and excite your employees by changing things up. Modify responsibilities, provide stretch assignments or rotate staff in assignments. Provide opportunities to learn and grow. Send them on work-related trips such as visits to customers or conferences.

The interesting thing is that the expectations or values Millennials have are desired by almost everyone. It's unfortunate that it has taken the rise of the Millennials for some employers to recognize the need for changes within the workplace. Regardless of generation, there is an agreement on what is needed for employees to be happy and productive.

It is also important to note that regardless of education, skill and years of experience, it is integral to ensure that the employees being hired or that are employed within a company are a good fit with the corporate culture. If this step is missed, regardless of the programs offered, the company will have a difficult time motivating the mismatched employee of any generation.



Having a strong, unified corporate culture has clear benefits for a company. But you may ask, "Why is identifying corporate culture so important?" A company's culture is the only thing that can truly set it apart from other companies. The products or services that it produces can be duplicated. The only truly unique identifiers are the values and norms of the company. A corporate culture defines the way in which the employees of a company interact with one another and how they interact with the outside world, specifically partners and suppliers. In short, it's the company's personality!

No company can build a strong culture without people who either share its core values or possess the willingness and ability to embrace

those values. That is why many companies have very thorough recruiting processes to find new employees who are not just the most talented, but also the best suited to a particular corporate culture. People stay with cultures they like, and hiring the right cultural fit reinforces the culture an organization already has.

So, assuming you have hired Millennials who are a great cultural fit, there are several ways you can keep them motivated. But you will receive the best results if you tailor your engagement strategy to suit your employees, specifically for those from a younger generation. Regardless of what you know about the different generations and expectations of these generations, you need to learn what motivates them—it could be

career development, flexible work environment, compensation, or any number of things. The best way to get information on what is important to employees is through interactive meetings and/or surveys. This feedback should be collected annually, at minimum. It's important for companies to stay on top of the forever changing employee environment and to create internal benchmark data on employee engagement.

An engaged employee is a loyal employee—or, an engaged Millennial is a loyal employee!

Elizabeth Roe Pfeifer is a human resources business consultant with ParachuteHR. She is the former Vice President—Organizational Development at BlackBerry Ltd.

HARD WORK AND HAPPY COINCIDENCES *Finding Careers in a Tough Millennial Job Market*

Trent Alumni Share Their Stories

Young university graduates have always faced a tough challenge when looking for meaningful, career-starting employment. There is an annoying, age-old paradox: young workers lack extensive experience on their resumes, but can't gain this valuable experience without actually getting hired. For today's young grads, the situation is even more dire. The job market is tighter than it's ever been—and the jobs that are out there are usually short-term or contracts, low-wage, and heavily-weighted towards entry-level positions. This can often mean a stressful period of frustrating employment experiences before a career eventually blossoms.

But here's the good news: these careers eventually *do*. And the time that Millennial grads spend in the formative stages of their careers usually does pay dividends.

We reached out to several successful Millennial alumni for their experiences forging a career and for some tips on how to navigate the hyper-competitive employment market.



**SANA VIRJI '12 and
RIBAT CHOWDHURY '11**
Owners, Ribitt

Peterborough tech startup Ribitt is, perhaps, a perfect example of Trent University innovation and entrepreneurial spirit. It is also

a thriving small business that is springboarding two young alumni, Sana Virji and Ribat Chowdhury, to career success. An app that promotes small businesses while offering rewards to shoppers and diners, Ribitt began as part of a fourth-year business administration class. Ms. Virji and Mr. Chowdhury competed in—and won—Trent's Entrepreneurship Week \$5 Challenge in November of 2014 as they signed 43 businesses in five days to a then-paper-based, bar-coded coupon discount service. They earned more than \$6,000. That number has swelled since then and the coupon book has gone a lot more high tech.

"There were so many downtown businesses that we loved to frequent," says Ms. Virji. "And we noticed that not many of the people that we knew from the Trent community were going to them. So we decided to try

something new to bring students and faculty members downtown to these stores and restaurants.”

The \$5 Challenge sees students getting five dollars and five days to create a new business. During their five days, Ms. Virji and Mr. Chowdhury designed and printed a pilot coupon book and hit the streets. The pair promised to get the booklet into the hands of 1,000 students and sold the service at \$150 per business. It was an immediate smash success.

“It holds the unofficial record for Entrepreneurship Week,” smiles Ms. Virji. “And we keep hearing that it was the best \$150 many of these businesses ever spent on marketing.”

The pair have moved the program to an app-based model and have continued to grow the business. They are currently looking to expand to other similar-sized markets.

“I think the secret to our success was understanding the marketing budget of small businesses,” notes Mr. Chowdhury. “And how leveraging the collective power of these small businesses was the secret to competing with larger chain stores outside of the downtown core.”

“Also, just going for it,” adds Ms. Virji. “More important than a formal business plan or wealth of market research, we took an idea and tested it. Sometimes you just have come up with a good idea and go from there.”

EVAN LYONS '09

Senior manager, Analytics Program, Interac Association and Acxsys Corporation

“It was an unconventional road for sure,” says Evan Lyons of his career path. Now a senior manager with Interac’s Analytics program, Mr. Lyons graduated with a B.A. (Hon.) from Trent in Political Studies and History and a M.A. from Wilfrid Laurier in

International Relations, and didn’t really consider himself a numbers or data person.

“Just out of school, I got a job with Ipsos Reid doing market research,” he recalls. “Which had absolutely nothing to do with either of my degrees. And I really wasn’t engaged in it. It was numbers without context or strategic input. So, when an opportunity with Interac came up, it caught my attention. I was interested in where that type of analytics work could lead and what it could build into for a company.”

Mr. Lyons may not have had the prerequisites for the position, but he had the pluck and courage to reach out to the hiring manager. He pointed out that he was interested in the posting and where the company was headed.

“I told him that I didn’t have some of the skills required, but had several others that I thought could be important to bring to the table,” he says. The two sat down for a conversation and came up with a pitch where Mr. Lyons would teach himself necessary aspects of the job—including computer programming languages.

Since then, he has grown from a business intelligence analyst to the senior management position he holds now.

“You shouldn’t be afraid to reach out,” he advises. “It takes more than just putting a resume into a portal. Sometimes you need to reach out personally, through LinkedIn or by grabbing a coffee with someone. You need to put yourself out there and have the confidence to know that you may not have X, but you can definitely bring Y.”



But Mr. Lyons also cautions to be strategic.

“I remember creating a kind of form letter, where I would just sub in a person’s name, company, and position. Sometimes

I’d get answers where people would give positive tips on my resume. But I’d also get negative ones that pointed out I was too aggressive or assuming that they’d somehow just give me a job. Eventually, someone sat down with me and helped with my approach. I learned that outreach, such as LinkedIn messages, should be more probing—it should be more about the other person, and their business, than you. People like to talk about themselves and are much better at telling their experiences than explaining how to do something. You can learn a lot. And you can make people a lot more receptive.”

JARRET LEAMAN '05

Director, Business Development and Philanthropy, Troon Technologies Founder, The Centre for Indigenous Innovation and Technology

“I’m an entrepreneur,” says Jarret Leaman. “But I never wanted to be.

I’m also an advocate. And that’s something I’ve always been drawn to.”

Mr. Leaman’s career is two-pronged, successful, and busy. On one hand, he is a booking agent with a roster of highly successful talent. On the other he is an Aboriginal

advocate who has worked bettering First Nation education, business opportunities, entrepreneurship, and inclusion into the tech industry. He’s worked alongside powerful Canadians, such as Bob Rae, and is a recipient of the Sovereign’s Medal





of for Volunteers, presented by the Governor General of Canada. Not bad for a person who only graduated from Trent in 2009.

His role as a booking agent came about through flexibility and a desire to help.

"I had friends who asked me to manage their bookings and their tours," he recalls. "But I didn't study entertainment management; I studied policy."

Nonetheless, his drive has allowed his business to flourish to the point that he now has two acting agents, a lawyer, a makeup artist, stylists, and a PR person helping his clients.

His advocacy work started at Trent and then grew as he both attended and worked at Queen's University. He has held senior positions at the Aboriginal Professional Association of Canada, the Aboriginal Institutes Consortium, the Canadian Council for Aboriginal Businesses, and the Council of Ontario Universities.

"I have been in the right place at the right time," says Mr. Leaman. "I was told early on that the market for Indigenous people with my skill set was very, very minimal. I took advantage of positions advocating for Indigenous people—positions, really, only available for Indigenous people. But I worked as hard as I could and learned as much as I could. I think it's important to analyze opportunities and how they align with where you want to go with your career."

JOSH ANNETT '03

Senior policy advisor, Water Management and Dam Infrastructure, Ministry of Natural Resources

"It's funny," says Josh Annett of his position with the Ministry of Natural Resources (MNR). "As a guy who really isn't technical, I ended up in the dam management world of the Ministry."

As with many of the alumni featured here, Mr. Annett found that adaptation was key to success.

"Employment opportunities evolve, and you evolve, and you eventually find a niche," he explains. "It's worked out pretty well, for me, anyway."



Not that he planned it out that way. Graduating from Trent, Mr. Annett returned to Oakville, where he had previously worked during summers. He applied to the MNR during his last year of eligibility for summer student positions and just managed to squeeze in.

"The person I applied to, by chance, just happened to be someone I knew from Trent. And I was really fortunate to get in. I did a respectable job during my four months there, so they keep me on."

What followed was a series of contracts—some lasting as short as eight weeks.

"I'd be in the position of finding out on a Friday whether or not I'd be coming to work again on the Monday," he recalls. It was a stressful situation that many Millennial grads know all too well.

"The secret was to keep expressing my desire to stay, to work hard, to network with people and build relationships, to help others out as much as possible, and to keep being noticed—in the right way."

Eventually he worked his way into an 18-month internship, followed by even more contracts. But, by then, he was able to apply for internal positions. Four-and-a-half years after he started, Mr. Annett finally beat out competition for a permanent position—that of a junior policy advisor. Gaining experience, he has continued to move up within the Ministry.

He's the first to point out how stressful contract work can be. "It's really tough. You don't have a safety net. You're paying bills and not knowing if there is a next contract to pay your cost of living. All you can do is to make sure you are trying your best. All the time. When it comes to hiring, people talk. So your reputation becomes hugely important."

Mr. Annett points out that it is not the technical expertise or knowledge that has kept him employed.

"It's the soft skills that all Trent grads have. Interpersonal skills. The ability to collaborate with others. The ability to take a complex issue and summarize it for decision makers. It is being able to communicate, write, and give presentations that have helped me the most—and will probably help others as well."

BRIAN COSTELLO '02

Independent real estate developer, Forensic mental health registered nurse, Ontario Shores Centre for Mental Health

A typical day for Brian Costello is getting up, spending a bit of time with his wife and 5-year-old, working a 12-hour shift, then touching base with his business partners about his commercial real estate business, squeezing in a bit more family time, and then getting rest for another big day.

But then, Mr. Costello has always been busy—which is one of the secrets of his success.

Being accepted to university in his OAC year of high school, he went on to four straight years of Dean's List academic success before completing an B.B.A. in Human Resources Management and Marketing from Trent, an M.B.A. from Brock and a B.Sc. in Nursing (again from Trent). He has been a teaching assistant for accounting courses here, helped create a \$20,000 endowment fund for business students, and continued to take part in Life After Trent networking sessions.

Most of this, he stubbornly did his own way, spurning help from others.

"My one piece of advice to students and to young alumni is to not do what I did," he laughs. "My father



had 32 years of work experience, but rather than listen to him, I always did things the way I thought best. I've since learned that, if there is a helping hand available, take it. Take advice. Network with as many people as possible. Pound the pavement. Meet as many people as possible—even if you have to spend a few dollars buying coffees or attending events. And definitely go to events. The Life After Trent program is a great one for that. Never turn down an opportunity to pick a brain or impress someone. Remember that you really don't know everything—even if it feels like you do."

Mr. Costello's work is demanding. The long hours are tough, but they have allowed him the freedom to carve out the life that he wanted to create. That meant sacrifice. And sometimes taking positions didn't seem worth it at the time.

"Don't think you're better than your job," he cautions. "Take something you are going to learn from, even if it isn't ideal. Look for anything in an industry that you are interested in. Eventually, your skills are going to show through."

JENNIFER ROBUS '03

Senior policy advisor, Ontario Ministry of Natural Resources and Forestry

"I got here by accident," says Jennifer Robus of her role as a policy advisor. "I fell into an internship because of a master's project I worked on at Trent. I was looking into climate change impacts on First Nations communities on Hudson's Bay and ended up working with the communities up there—which I didn't know I would be doing. It terrified me. But it intrigued me. And in my time working with communities in Peawanuck, Moose Factory, and a bit in Attawapiskat, I decided it was something that I really wanted to do. The science was cool.



And the research was cool. But there was something about working with the people there that I wanted to continue doing."

When she applied for an internship with the MNR that focused on Aboriginal relations, it ended up being a policy position.

"Not necessarily the type of role I thought a graduate degree in the sciences would have led me to," she admits. "The short version of my career path is that I took a chance on a job that I didn't think I'd like and ended up with something that I really want to do. And seven years later, I'm still here!"

Ms. Robus believes that part of her success stems from the fact that she's working on climate change in the North and with First Nations, Métis, and Inuit communities—issues that are gaining plenty of government attention. But also because she partially knew what interested her.

"Having an area of interest that you want to work in is hugely important," she advises. "Even if you don't particularly know what it is you want to do."

With a long-time interest in environmental sciences and biology, Ms. Robus flirted with a number of career ideas: teaching, tech work, doing research. She didn't, however, let herself get hooked on any one long-term career choice.

"My mentors at Trent told me not to worry," she recalls. "That I'd be fine. That I'd end up doing something I enjoyed and that I was just taking my time figuring it out. I learned that, while it's good to have a focus, you don't need to be overly stressed about having a focus. I learned to be flexible and to try new things."

Between the advice, a newfound sense of adaptability, and a happy accident, it worked out just fine.

MILLENNIAL MENTAL HEALTH

According to the Canadian Mental Health Association, approximately seven million Canadians—20% of us—live with mental health problems, mental illness, or addiction. Roughly 4,000 Canadians take their own lives each and every year. And the numbers, according to virtually every study conducted, show a trend that continues to get worse and worse.

Things become more dire when you start drilling into the data surrounding Millennials, where, according to a recent Canadian Mental Health Week study, 53% of Canada's young adults are at risk of depression, anxiety, and other mental well-being concerns. Suicide, for this generation, is the second leading cause of death after traffic accidents.

While there are no definitive answers as to what is causing this mental health crisis in Millennials, there are plenty of trigger points. We reached out to Trent University student crisis response coordinator **Kate MacIsaac '04** to discuss mental health trends in Millennials and what they can do to lead healthier lives.

53%
of Canada's young
adults are at risk
of mental well-being
concerns.



PERMA: FIVE ASPECTS OF WELL-BEING

positive emotion * engagement * relationships * meaning * achievement

TRENT Magazine (TM): *The stats are in. Millennials are at unprecedented risk of mental illness, much higher than Generation X and the boomers that came before them. Why do you think this is?*

Kate MacIsaac (KM): There are many factors that come into play. And I don't know that any one of them is a full answer. I think that, growing up with increased access to media and technology, there was a heightened sense of anxiety in reacting to the world around us. I mean, the world is a scary place, and Millennials were introduced to the scope of that at a much younger age.

Also, looking at technology, you have the advent of social media and the decrease of in-person social connection. You have an entirely new way of connecting with the world and your peers—one that is not always the most accurate.

Factor in heightened employment and economic issues and you have a pretty daunting list of potential stress factors.

TM: *We are looking at the very first digital native generation—the first to grow up with social media as an existing technology. What role do you think growing up wired had on Millennials?*

KM: Social media has several impacts. We witness the lives of our peers in real-time, but it is an artificial real-time. It's what others want us to see. On one hand, this makes us want to be better—to do better. But it also does funny things to our self-esteem. It creates unrealistic expectations for ourselves. It makes us want to boost our own self-esteem, which can be good; but doesn't always lead to resilience. You do well when people are saying

fantastic things about you, but when you encounter failure, that self-esteem takes a hit.

You see the collection of successful moments in people's lives—happy marriages, kids, great career moments—but you lose focus on the process of getting there. You don't see the struggle, the failures, the embarrassments. You don't see the hard work that it took to get to that place that people are putting on their social media feeds. It's tough to compare your own life to the glossy ones you see on Facebook.

TM: *Often mental health issues stem from employment situations. What's the correlation between Millennial work experiences and mental health?*

KM: I don't know that I can state any one correlation or series of situations. There are a number of factors. I look to a model—the PERMA model—that states five aspects of well-being: positive emotion, engagement, relationships, meaning, and achievement. These are five things that continually contribute to all of our well-being. In the context of your work environment, if you spend eight hours (or more) a day and you're not regularly experiencing any of these—career achievement, positive engagement with your work or workplace, healthy work relationships—then certainly your sense of well-being, and your mental health, are going to be impacted.

In the changing workplace, today's notions of success are much different than for previous generations. We might be hearing messages from our parents that are tough to hear: "You've had five jobs in five years!" or "Can't you just stay in one place?" or "You should find a job with benefits." And those, again, are unrealistic expectations. Transitions are tough on our mental

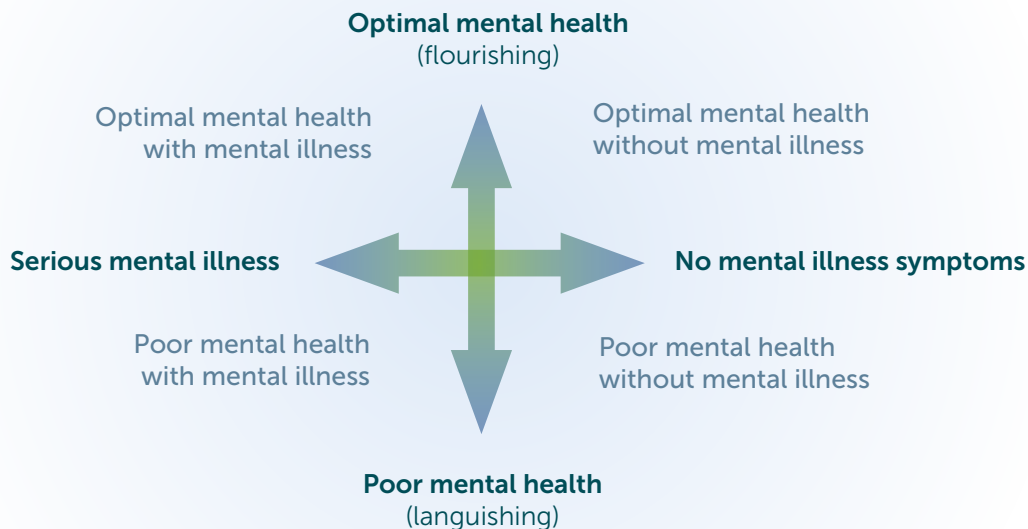
health—and with so many jobs being contract or short-term, there are a lot of transitions. Think of the impact of transitions: from high school to university; from university to working; from being single to being married; from having no children to being parents. Think of divorce. Or loss. These are all times when our mental health might take a bit of a hit. So, if we're transitioning from job to job repeatedly, that can take a pretty good toll on us.

TM: *When people think of depression or anxiety, they often think of something that is incapacitating—something that is going to keep people at home, is all-encompassing, or is marked by crisis. But there are a lot of high-functioning people with mood disorders. There are people who suffer a debilitating, but not as recognizable, malaise, where there is a struggle to meet the expectations of others, of employers, of themselves. It's a silent suffering, but one with long-term implications. How do you identify mental health problems? What do you see as identifiers, signs, or symptoms?*

KM: I do think it important to identify that mental illness and mental health are two distinct things. It's a dual continuum (see diagram on page 26). On this continuum, we can have an individual who has a complex mental illness, but who exhibits very positive mental health. Similarly, you could have an absence of mental illness, but still have very poor mental health. It's important to note that we can be very high-functioning and have a mental illness and also be very high-functioning and not have a mental illness.

Something may happen in your life that leads to poor mental health, but you don't have a mental

FIGURE 1: DUAL CONTINUUM MODEL OF MENTAL HEALTH AND MENTAL ILLNESS



MacKean, 2011. Adapted from: *The Health Communication Unit at the Dalla Lana School of Public Health at the University of Toronto and Canadian Mental Health Association, Ontario; based on the conceptual work of Coey Keyes.*

illness. You could be not sleeping well, withdrawing from your social connections, not engaging in your work, perhaps having a few glasses of wine every night. You could be languishing. Then in a few months, you might find yourself somewhere else on this dual continuum, where you have found healthy habits, better ways to cope, still with an absence of mental illness. On the other hand, someone could experience the onset of mental illness—potentially between the ages of 18 and 25, which is the most common age of onset—be diagnosed, and show signs of poor mental health, and eventually find treatments that work for them. Medication, exercise, mindfulness meditation, connecting with people, finding meaningful habits, any combination of these might have them flourishing, despite the presence of a mental illness or a diagnosis of depression—a major depressive disorder, for instance. They may

be engaging with their community, experiencing positive emotions and great relationships. People move through these continuums all the time.

So if we're looking for an early indicator, we can start with a change in behaviour. If a person is acting differently than they usually do—or a month, two months—that may be a good indication that something is going on.

TM: *What are some of the ways that younger people in the workforce can help better promote their own mental health?*

KM: When possible, working to your strengths. Finding your strengths, knowing what they are, and finding a way and a place to use them in your work. And if you don't know what your strengths are, go online and find a tool to help identify them.

Another element of well-being, when we talk about engagement, is the state of flow, where you lose track of what is going on around you and become absorbed in a task. That helps play to your strength and helps with feelings of achievement and success. It is important to find those moments, and to tell your employer about when and how you find those moments, so that you can create even more of them in your role.

Making positive relationships at work is also great. When you look forward to seeing the people that you surround yourself with seven, eight, 12 hours a day... that can make a difference too.

Finding a work/life balance is important, although what that looks like is unique to everyone. But if you're putting all your resources into your work and have nothing left when you leave, finding a new balance would be helpful. It's important to have healthy time away from work where you have



Shutterstock.com © Photographee eu

the opportunity to be a good friend, an engaged family member, an engaged community member.

Overall, sleep is important. It really does allow us to do the things we need to do every day. It's important for memory consolidation and replenishing our stores of energy. Eating well and regularly is also essential. Feed your body and your mind. Getting exercise. Getting outside. Getting our blood flowing. We can be inclined to spend a Saturday watching Netflix or flipping through Instagram, but taking a break from that can be huge. And turn that screen off before going to bed!

Find those people that you connect with online and do it in person—particularly if you find yourself in one of those thought spirals that are related to negative mental health—but also when you're doing great.

A lot of it, really, is common sense. The important part is following that sensible advice.

MENTAL HEALTH SERVICES AT TRENT

This is only a brief summary. For more information, please visit the Student Wellness website: trentu.ca/wellness

I.M. Well (Integrated Mental Health & Wellness) consists of the intuitive I.M. Well Mobile App, as well as a student assistance program, and is available to all Trent students and their families, even after graduation. The mobile app connects users to campus and community resources and live counselling for personal, academic, and social needs such as: Stress * Depression * Legal Issues * Life Coaching * Relationships * Financial * Addiction * Nutrition * Health Translation * and more...

Counselling Services provides confidential, free support to all students registered at Trent University. Their services are by appointment and are provided by qualified clinical counsellors.

Drop-in Counselling appointments are available for students who do not currently have a counsellor.

The Student Wellness Centre offers workshops that can help equip students for university life. Recent workshops have ranged from Mindfulness training, to dealing with academic stress, to understanding anxiety, to Gender Journeys (for those who are transgender, gender diverse, or questioning).



Shutterstock.com © one line man

EXCLUSIVE HOSTED TOURS

Journey...with the experts and enjoy culinary traditions, local activities, and more! Get a free copy today: MeritTravel.com/HostedTours



♦ **\$4,295*** p.p.
9 nights

Departs Vancouver:
Oct. 18, 2018

Group size: 24 maximum

HOST: LIDIA SERRAS
Portuguese Food & Wine Expert

PORTUGAL CULINARY TOUR

Round-trip by land: Lisbon

As part of our culinary series, our Porto to Lisbon tour is not to be missed. This tour is a week full of Portuguese treats and traditional cuisine to learn about, taste and enjoy.

In addition to feasting on local specialties, we will also travel through the peaceful and quaint countryside passing olive groves and vineyards famous for wine and of course, Port.

The Douro Valley, home to Port wine production, will be a key feature of the tour, incorporating tastings of both Ports and wines of the region.

Visits to:

Lisbon - Porto - Douro Valley - Pinhao - Lamego - Viseu - Coimbra - Obidos - Sintra - Cascais - Estoril



What's included:

- round-trip airfare
- Plaza Premium airport lounge pass
- 4-star accommodation
- breakfast and dinner with wine daily
- private motor coach transportation
- local English-speaking tour guide
- Merit Travel tour host**
- all taxes and gratuities



♦ **\$4,295*** p.p.
8 nights

Departs Vancouver:
Sept. 29, 2018

Group size: 24 maximum

TUSCANY CULINARY TOUR

Round-trip by land: Rome

Pass through the kitchens and vineyards of beautiful Tuscany. Learn and indulge in the delicious culinary traditions of Italy on this unique hosted tour. Visit the world-renowned wine region of Chianti and sample fine wines and cuisine and then enjoy the fabulous art and architecture of Florence as well as Siena and Pisa. Have fun in a cooking class in San Gimignano and then reach Rome for a tour of the Vatican!



Come with us as we explore the towns, streets and countryside of this picturesque region, rich in fresh produce and hearty cuisine. A luscious feast for all your senses!

Visits to:

Rome - Tuscany - Florence - Pisa - Chianti Wine Tasting - San Gimignano - Siena

What's included:

- round-trip airfare
- Plaza Premium airport lounge pass
- 4-star accommodation
- 16 meals: eight breakfasts, one cooking class with lunch, one wine tasting with lunch and six dinners with wine
- wine tastings and excursions as per the itinerary
- private motor coach transportation
- professional local tour manager
- Merit Travel tour host**
- all taxes and gratuities

*CDN\$ p.p. dbl. occ. taxes included. **Single supplement: \$995 p.p.** Airfare available from most Canadian airports, please enquire. **Minimum 12 passengers required for a Merit Travel tour host. *CDN\$ p.p. dbl. occ. taxes included. **Single supplement: \$1,100 p.p.** Airfare available from most Canadian airports, please enquire. **Minimum 12 passengers required for a Merit Travel tour host. ON-4499356/4499372 | BC-34799 | QC-7002238 | 111 Peter Street, Suite 200, Toronto, ON. M5V 2H1 | Canadian owned   Merit Travel is a registered trademark of Merit Travel Group Inc. All rights reserved.

The Incoming Wave

and Impact of the Indigenous Population Boom

Adam Hopkins '03

"Lifespan of Indigenous people is 15 years shorter..."

"A memo to Canada: Indigenous people are not your incompetent children"

"Indigenous people must become full partners in Canada's health care system"

"Can Liberals really end boil water advisories?"

"Senator Beyak published outright racist comments..."

"Whitecap Dakota sign framework agreement..."

This is just a snapshot of a Google news search at the end of January 2018, using the terms "Indigenous, Native, and Aboriginal." Sensationalized headlines? Yes. Do they paint a fair picture of the state of affairs regarding Indigenous people in Canada? No. Yet, these headlines have become so banal to the average consumer. They frame the realities of life for Indigenous people as bleak, overly complex, and beyond repair.

Not to diminish the real problems that our communities face or the hardships our people go through every day (which can often be life-and-death situations). However, these headlines do not portray an honest and accurate account of the complexities that fuel them. Nor do they allow space for a narrative about Indigenous people positively, and perhaps profoundly, impacting the cultural and economic fabric of this country for decades to come.

What is the impact going to be, and how do we create space for discussion?

The growth of the Indigenous population is an indicator of what the impact could be in this missing narrative. Currently, there are just under 1.7 million people in Canada who identify as being of Indigenous heritage, which is just under 5% of the population. This number becomes more significant, however, when you factor in:

- 1 that only one third of the growth of the overall population in Canada is from domestic births—a number that is declining due to infertility;
- 2 the Indigenous population has grown an astounding 42.5% since 2006 and it is anticipated that the number of Indigenous people in Canada will hit 2.5 million by 2036; and,
- 3 the average age of an Indigenous person is 32, versus 40 for the non-Indigenous population, and the contribution of this young group now seems far more important.

Canada's Indigenous populations are growing at a rate far higher than other populations in Canada, on average they are younger. This subgroup of young Indigenous people will be stakeholders in education, the economy and industry; filling a population gap, their inputs in the economy will be particularly meaningful in Canadian society. If you are able to move past the negative news headlines and dig a bit deeper into what is actually happening on reserves and in the lives of Canada's Indigenous peoples, it becomes clear that the dialogue is not simply turning towards how to help this population. In many ways, the dialogue is both hushing, and revealing, what this young group is already saying, which is: "we're here, so get out of our way."

Entrepreneurship and the Economy

It's said that innovation most often comes from the periphery, not the middle. So, it's not surprising that Indigenous entrepreneurs are creating new and innovative products and services. A report from the Canadian Council on Aboriginal Business found that out of all the Indigenous entrepreneurs that were surveyed, 6 in 10 had recently introduced new services or products; about 43,000 Indigenous businesses now exist in the country. This is a large group of people contributing in a significant way.

The Indigenous entrepreneurial spirit flourishing and clashing with "mainstream" Canada can be found both on reserve and in urban settings. One example is with recreational marijuana, where pot shops are starting to prosper on reserves. Indigenous peoples have a long history of facing police and judicial discrimination and profiling for marijuana possession. They are now seeing pot as an entrepreneurial stepping stone—while still facing public scrutiny. As Canada nears the legalization of marijuana use and distribution, an interesting racial/socioeconomic divide is being revealed. Julian Fantino, former commissioner of the Toronto Police and the OPP, once compared legalizing weed to legalizing murder. He now runs a company involved in medical marijuana. Yet, when Indigenous entrepreneurs enter the industry, it is still perceived in a completely different manner.

This flourishing/clashing also happens in urban centres, where Indigenous entrepreneurs find themselves bringing home cooking to the big city. Take, for example, Kukum's Kitchen, where seal meat is prepared and served as it would be in Canada's far north. Kukum's Kitchen has found great success and support from many customers, however many others have cried foul to the use of seal meat. This negative reaction is due to the misinformation and miseducation

Just under 1.7 million people in Canada identify as being of Indigenous heritage

Shutterstock.com © Valenty

around the seal hunt from international organizations, who have not taken the time or care to understand the cultural significance of harvesting practices and their effect on the ecosystem.

Education

Incorporation of Indigenous knowledge (IK) in the academy is something that mainstream Western institutions have been struggling with; one of the few exceptions to this rule is Trent University. T.H.B. Symons has managed to create a space with ongoing dialogue about the ways in which IK should and should not intersect with Western knowledge. This dialogue has manifested itself in many ways, including: student programming, the evolution of several disciplines, and the type of graduates the university produces. Of special note is the Indigenous Environmental Science/Studies program, a working example of how Western and Indigenous knowledges can intersect. Graduates who have bridged two knowledge systems and two ways of knowing and understanding the world can offer a different way of thinking and approaching solutions for many of the environmental, political, and social issues that exist in many different contexts.

Another area where Indigenous people will soon have a measurable and positive impact on the world around us can be seen in graduates from Indigenous Institutes. Nine institutions in Ontario have very recently received legal designation as the third pillar of post-secondary education and these Indigenous-owned and -governed institutions will

soon be offering certificates, diplomas and degrees to the wider public. Grounded in IK, with Indigenous educators, elders, and staff, the potential for the Indigenous Institutes to positively upend how post-secondary education is conceived, delivered and understood in this province is within reach.

There is momentum in the education sector and industry for Indigenous people, and the economy is ready for Indigenous people to become even more engaged players. Maybe the news isn't so bad after all. Maybe the search parameters just needed to be adjusted:

"First Nation court ready for launch in Prince George"

"Tsuut'ina's massive development among several urban initiatives as Indigenous youth flock to cities"

"A curriculum of their own"

"Ontario First Nations acquire 14 million shares of Hydro One"

It turns out there is a lot of good news happening in Indigenous communities, you just need to know where to look.

Adam Hopkins is Lunapeew and Anishnaabe from the Delaware Nation – Moraviantown. He is currently vice president, Enrolment Management and Student Services for the First Nations Technical Institute. Mr. Hopkins is former director of the Trent University First Peoples House of Learning.

WENJACK & DOWNIE FAMILIES JOIN TRENT UNIVERSITY TO CELEBRATE OPENING OF CHANIE WENJACK SCHOOL FOR INDIGENOUS STUDIES

On March 2nd, the families of Chanie Wenjack and Gord Downie gathered together with Trent students, staff, faculty and local community members in Peterborough to celebrate the official launch of the Chanie Wenjack School for Indigenous Studies—a milestone development in the University's longstanding leadership in Indigenous education and reconciliation.

Speaking on behalf of the Wenjack family, Pearl Achneepineskum, Chanie's sister, said: "The people in Peterborough and at Trent have always had a spot in my heart. Trent took the initiative to honour Chanie back in 1973 [with the naming of Wenjack Theatre]. I would like to thank Trent for continuing to honour Chanie, and for their leadership in Indigenous education."



"I am so proud to attend the opening of the Chanie Wenjack School for Indigenous Studies with Chanie's sisters, Pearl, Daisy and Evelyn," added Mike Downie, co-founder of the Gord Downie and Chanie Wenjack Fund, who also attended the launch event. "Trent University has been, and continues to be, a leader in Indigenous education to break down barriers between Indigenous and non-Indigenous Canadians through their programming, resources, and initiatives."

The Chanie Wenjack School for Indigenous Studies brings together Trent's undergraduate, master's and Ph.D. programs under one umbrella and unites various events, initiatives and spaces dedicated to Indigenous perspectives, knowledge and culture at the University.

Trent University builds on legacy of leadership in Indigenous education and reconciliation with launch of new school

We're better, together.



Comprehensive coverage. Superior value.

Term Life Insurance | Dependent Children Term Life Insurance
Accidental Death & Dismemberment Insurance | Critical Illness Insurance
Travel Insurance | Office Overhead Insurance

Trent Personal Insurance Program

For a personalized quotation or to apply online, please visit us at:
solutionsinsurance.com/trent
1.800.266.5667



Underwritten by Industrial Alliance Insurance & Financial Services Inc.
iA Financial Group is a business name and trademark of Industrial Alliance Insurance and Financial Services Inc.

THE YOUNG AND THE DAMNED

The future of the Millennial generation

MILLENNIAL MYTHS

Jenna Pilgrim '12

Let me just set one thing straight—the Millennial generation are a mass of self-indulgent, entitled psychopaths who obviously do not care about anything beyond their smartphone screens. Everything needs to be captured, remembered, documented—but never actually looked at. We have more friends than ever, yet we struggle to make meaningful connections. We know what Kim K and Cardi B ate for breakfast, yet we struggle to explain basic societal theories of Immanuel K. or Karl M. We are more connected than we ever were, yet we are ever-lonelier.

Sure, some of these stereotypes might be true. However, dig a bit deeper and you'll see that these are actually assets that have equipped us well as a generation to face the problems of a changing world. We are not the world of our forefathers, and we bring a set of diverse skills to the table to ensure clarity, integrity, and truth prevail. The following is a curated list of how this generation on paper is doomed to fail in life and in work, yet also how they might be the *best* thing that ever happened to our society.

We are less intelligent.

We have little respect for the written word, and many of us don't read beyond 280 characters at a time. We fall for clickbait, we share articles without reading them. We associate more with one-line memes or "tag a friend who loves puppies" than we do with classic literature, foreign languages, or the lessons (and pitfalls) of history. Author Mark Bauerlein called Millennials "the dumbest generation," saying that the digital

age has "stupefied" young people. We do not need to retain large amounts of information due to the supercomputer in our pockets; hence we no longer feel the need to gain knowledge.

Upside—we know where to find things. We know how to source key info within vast databases, and as a result we question everything. We question why things are done the way they are done, and how to improve processes to foster efficiency and good organizational culture. Our innate BS detectors allow us to smell a sales pitch from a mile away. This well-honed distrust allows us to formulate our own opinions, rather than blindly following in the footsteps of others or getting swept up in snake-oil schemes. Unless it would get likes.

We are narcissists and bullies.

Many Millennials will be able to tell you the ballpark number of followers we have on a social network, the optimal time to post an Instagram photo in order to get the best engagement, and what Donald Trump tweeted about over breakfast. We are surrounded by online echo chambers of our own making; curated to bring us comfort.

The internet has allowed the Millennial generation a platform for bullying and cyber-stalking, and one where "facts" are no longer relevant to society's most pressing problems. This narcissism, however, has given way to a new generation of self-aware individuals. It has made us always strive to be better, and to always be looking for places to improve ourselves and others in even the most minuscule ways. Some skilled narcissists have brought about new business models such as influencer marketing and product placement in social media streams.

We never sit still.

We take on a million tasks and finish none. We write emails only to find them in our drafts folder. Every successful person starts writing a book at some point and gets sidetracked. We get started on tasks only to get distracted by the next shiny thing. I started writing this article probably 50 times before I eventually sat down and finished my first draft. This magpie syndrome has pulled us off track to the point that most of us cannot have a full conversation with someone without pulling out our phones to talk to someone who isn't physically present with us.

Upside—it makes us better multitaskers. We understand projects that have many moving parts, and have learned to live with uncertain outcomes. This facet has given way to a generation of constant self-improvers, where opportunities for extended professional development and diversity training and constant feedback are mandatory pieces of a professional life.

As Trent Chancellor (and my boss) **Don Tapscott '66** wrote in *Grown Up Digital*, "Instead of a bunch of spoiled 'screenagers' with short attention spans and zero social skills, he discovered a remarkably bright community, which has developed revolutionary new ways of thinking, interacting, working and socializing." My never-sit-still-ness has enabled me to be competent juggling many different facets of an ever-changing market, and taught me to never take anything for granted—whether it be job security, compensation, assumptions about others, even my own capability.

We have a significant disregard for qualifications.

We think because we took one pottery class we must be the next great sculptor. We think because we fought one speeding ticket we are now great litigators. We think because we beat the expert level in MarioKart that we can definitely drive a real car competently. Part of this is due to our upbringing—most of us were brought up in parental-reinforced echo chambers where we could do nothing wrong and we were the best at everything. It is becoming a fashion trend to disregard qualifications and just “fake it ‘til you make it,” even if you might not be fully qualified for the job on paper.

To play devil’s advocate, Founding Trent President Thomas H.B. Symons was the youngest university president in Canada, a record he still holds today. P.S.B. Wilson (the Athletics Centre namesake) came straight out of a University of Toronto Blues rugby jersey

to become the inaugural director of Trent Athletics; though we’re not sure if he ever really took the jersey off. Were these gentlemen qualified on paper alone?

Finally, Ron Thom, the legendary architect who designed the mid-century modernist architecture on the banks of the Otonabee, had no formal training in architecture. Perhaps it was because he believed that “An architect, no less than an artist, should be willing to fly in the face of what is established, and to create not what is acceptable but what will become accepted” (*Canadian Architect*, 1962). Isn’t this what is expected from Millennials today? To innovate, I must not do what everyone else is doing. I must create what the people need, before they know they need it.

Yes, we will always need regulated professions like lawyers, nurses, and teachers. But the majority of people will work in some form of business, for which there are very few rules for new

entrants but many embedded norms for them to navigate and understand. University should not be about the subject matter you learn, but a shift and a challenge in the way you think and solve problems. Go to school, learn a lot, and find something you are passionate about and fight for it. If you get a degree at the end, that should be the icing on the cake; not the whole meal.

Jenna Pilgrim ’12 is the director of Business Development at the Tapscott-founded Blockchain Research Institute (BRI). In her time at Trent, Ms. Pilgrim was involved in many facets of university life—from varsity rowing to student government to advocacy around mid-century modern architecture and furniture preservation. She currently lives in Toronto, and is a fierce advocate for the potential of blockchain technology to enable prosperity in society.

AN OPPORTUNITY FOR REINVENTION: OUR TIME HAS COME

This generation is one of the best things to happen to the workforce in a long while (and that’s not my narcissism talking). When Millennials enter the workforce, we force the organizations we exist in to change. Because God forbid we would have to change anything about our perfect selves. We demand more of the organization, ask it to be socially conscious and participate in charity toy drives and rally to lower our carbon emissions. We ask for collectivism, activism and citizenship. We ask for flexible working hours and individual responsibility, we ask for less definition and separation in job descriptions.

Given all the above, there is a growing circle of integrity-filled individuals who grew up in this wave of technical disruption, and yet still strive to make the world a better place. The time has come for the thinkers and the doers, for the political activists and the social impact generation.

Now more than ever, we need small group learning environments that foster critical thinking and problem solving. As careers move beyond the boundaries of the firm (enter the gig economy), Millennials will need new skills and traits in order to adapt to the changing landscape. Critical thinking and problem-solving skills have never been more relevant.

So really, Trent has had it right all along. Small-group, personal learning has never been more vital to the success of society. Just as industrial skills and scientific management were necessary for the Ford era, adaptability and critical thinking are the keys to succeeding in the ever-evolving digital age.



SHOUT OUT to all the narcissists, the demanders, the arguers and the disruptors. You may not be the hero the world thinks it needs right now, but you’re all we’ve got. Now go out and use your damnations to make the world a better place.



For example:

In an English course at Trent, I remember Professor Stephen Brown forcing students to plagiarize an assignment, scoring them based on what “percent copied” it was from sources on the internet. This was an amazing assignment, as it forced you to seek out educated opinions and correlate them with other educated opinions to formulate something that was “uniquely plagiarized.” Is this not what we do all day long in the real world? Correlate the opinions of others to find something that fits exactly with our belief system and set of moral values.



UNLEASH THE POTENTIAL

TRENT UNIVERSITY'S \$50 MILLION CAMPAIGN

DOUBLE YOUR IMPACT THROUGH THE MOORE MATCH TO HELP TRANSFORM THE BATA LIBRARY

Sparkling on the west side of the Otonabee River, the iconic Bata Library is undergoing a transformation and revitalization into the library of the future. Described as a “grey and glass jewel that is massive, elegant, bright and functional,” the Bata Library remains the heart of Trent University. It’s a place of discovery, where students and faculty collaborate to create new knowledge for future scholars.

The revitalized Bata Library will provide many diverse social and experiential opportunities to promote community and a interactive learning environment. The new library will allow students to move seamlessly from collaborative engagement in class to collaborative study spaces in the library. Trent’s revitalized library will also be well-equipped to ensure our students, faculty and staff can

meet future technological demands around new models of educational delivery.

New technological infrastructure will allow users to search everything within Trent’s resources and outside the university at the same time—ensuring all materials can be accessed anytime, anywhere.

Features to look for in Trent’s new library of the future include:

- An entrepreneurship and social innovation centre
- Three research centres
- Two visualization labs
- A Critical Making Studio
- An educational design research studio
- A presentation practice room
- A wide selection of interactive student spaces
- Design elements to promote environmental sustainability

“The key to the Library’s superiority lies in the astute use of glass (and natural light) coupled with an impeccable taste in furnishings and an interior design that has one reaching for the superlatives.”

John McPhee, *Peterborough Examiner* coverage of the opening of the Bata Library in 1969.

“It’s time; the revitalized library will inspire digital learning, promote collaboration, and help Trent students prepare for their future.” – Robert Clarke, Trent University librarian



Long-time supporters David and Joan Moore have once again demonstrated their exceptional commitment to Trent University, and to the iconic Bata Library, by adding \$250,000 in matching dollars to the generous support they've already shown for this transformational project.

Pledge now before the opportunity is gone.

THE MOORE MATCH IMPACT CHART

MONTHLY \$25	5 YEAR PLEDGE \$1,500	YOUR IMPACT \$3,000
MONTHLY \$50	5 YEAR PLEDGE \$3,000	YOUR IMPACT \$6,000
MONTHLY \$100	5 YEAR PLEDGE \$6,000	YOUR IMPACT \$12,000
MONTHLY \$250	5 YEAR PLEDGE \$15,000	YOUR IMPACT \$30,000



"We can't wait to see the Bata project come to completion, and hope to motivate others to step up and join us in realizing this new library of the future. Joan and I believe in Trent University, and the Bata Library is an essential resource for the students, faculty, and the broader community. Plus, this stunning Ron Thom architectural gem deserves our care. Together, we are transforming it into a world-class research, teaching and learning facility."

– David Moore

Make your gift today.

Donations can be made online at trentu.ca/give.



WHAT IT MEANS TO BE A LEADER AT TRENT

"It is a pleasure to give to Trent. I have such fond memories of beautiful fall days at Trill College with the spectacular autumn colours. We sometimes held our classes outdoors, which seemed such a lovely treat. Always enjoying the fellowship of friends and perhaps a libation or two!"
– Ann Farquharson '76

"I was honoured to establish and give each year to the Trent ERS Alumni Bursary. Our ability to directly assist Environmental & Resource Science students is a meaningful way of giving back to the program. The ERS program at Trent was the launching pad to my career in the environmental sector and I am incredibly grateful." – Randy Goodwin '85

"I was happy to pay forward for the many wonderful years working with excellent Trent students by supporting the new Student Centre."
– Dr. Bob Paehlke, Professor Emeritus

Learn how to be a leader at Trent, trentu.ca/leadershipgiving

THE LEADERSHIP GIVING CIRCLE UNLEASHES THE POTENTIAL AT TRENT

Here's how:

- Join over 100 members of Trent's new Leadership Giving Circle
- The Leadership Giving Circle supported key initiatives across the university unleashing over \$325,000 in 2017
- The Leadership Giving Circle is made up of donors who pledge between \$1,000-\$5,000 each year for up to 5 years

"Someone's SMALL contribution made a BIG difference in my life and my education."

*Thank you,
Chanel*

MONTHLY DONORS *matter*

ADVANTAGES TO MAKING A MONTHLY GIFT:

- Convenient, meaningful and easy
- Recognition in our Friends Forever monthly program
- Lower administrative costs (your donation goes further!)
- Saves paper

Please join others like Chanel Christophe '09 and become a Friend Forever.

trentu.ca/give

CREATING THEIR LEGACY THROUGH A GIFT OF LIFE INSURANCE

JON AND SHELAGH GRANT '76

A Smart Way to Give that Makes A BIG IMPACT

Jon and **Shelagh Grant '76** have always understood the importance of caring for the environment and have long recognized the Canadian Arctic as a barometer for climate change. Now, their deep commitment to Trent and their passion for the environment have inspired them to donate a gift of life insurance to Trent University. Recently, the Grants considered how they could continue their important work on the environment beyond their lifetimes and decided to create their legacy at Trent University. By making Trent both owner and beneficiary of a life insurance policy that they no longer need, the Grants will be able to support the student experience and environmental programming at Trent University and empower the environmental change agents of the future.

After Shelagh and Jon moved to Peterborough with their young family in 1974, Shelagh began to pursue her passion for history and Canadian studies at Trent, earning her master's degree in History in 1983. In addition to teaching at Trent for over 17 years and contributing to Trent's outstanding reputation in Canadian studies, Shelagh is an accomplished scholar, prize-winning author and one of North America's leading authorities on the history of the Canadian Arctic, sovereignty, and Inuit culture. Trent awarded Shelagh an honorary doctorate in 2014 for her long-standing service as an educator and renowned achievement as a scholar of the Canadian Arctic, and she was awarded the Governor General's Polar Medal in 2015. After 30-plus years of studying, teaching, and researching



"We usually prefer to be the quiet voice or support behind the scenes, but we want to shine a light on a unique way of giving. It's smart. Trent owns the policy; we pay the premiums and one day we can make a huge impact without affecting our retirement."

– Dr. Jon Grant, L.L.D. (Hon.) Trent University

in the Canadian Arctic, protecting the environment remains a passion of Shelagh's.

Jon is a past president and CEO of Quaker Oats of Canada and a former chair of Trent's Board of Governors. A highly-regarded businessman, Jon has served on numerous boards and contributed countless hours of public service to educational and environmental organizations. He was granted an honorary doctorate from Trent for his important role in encouraging Canadian industry to adopt an environmental code of ethics and was made an Officer of the Order of Canada in 2002. Together, the Grants

were awarded the Joseph-Elzéar Bernier Medal for their important contribution to the advancement of geography. They both received the Diamond Jubilee Medal in 2012, and countless other awards for their environmental advocacy.

Jon and Shelagh understand the value and importance of a post-secondary education and believe that investing in future leaders of change can help move the needle on environmental issues. They hope their gift of life insurance will ensure that Trent remains the leader in environmental education for generations to come.

A GIFT OF LIFE INSURANCE can turn small monthly premiums into a significant future gift to Trent University. And depending upon how your gift is structured, you'll receive a charitable tax receipt that can be used in your lifetime or through your estate.

To learn more about ways to leave your legacy at Trent University, or to let us know that you have already taken this thoughtful step, visit trentu.ca/legacy or contact Donna Doherty, senior development officer, at 705-748-1011 x7208 or donnadoherty@trentu.ca.

PEOPLE

Vancouver Chapter News

*A note from Chapter President
Lorraine Bennett '72*

Vancouver TrentTalk: Alumni in Politics and Advocacy

Our Vancouver November Trent Talk opened with a letter from the **Honourable John Horgan '79**, Premier of British Columbia—a perfect introduction to the theme of “Trent Alumni in Politics and Advocacy.”

Twenty alumni gathered for a wonderful evening of shared insight, with talks by featured guests **Sheila Malcolmson '85**, NDP MP Nanaimo-Ladysmith, and **Pauline Terbasket '88**, executive director of the Okanagan Nation Alliance.

Both guest speakers reflected on their origins, influences and current roles with intensity and passion. Both were eloquent about their time at Trent and its formative influence. The



Pauline Terbasket and Sheila Malcolmson

warmth of their spirit, fierceness of their dedication to change, and the optimism, by which they are both driven, were contagious. What an evening of shared wisdom, joy and reconciliation!

Thank you to our sponsor Industrial Alliance and to **Lee Hays '91**, director of Alumni Affairs, for their continued support and participation!

Alumni Survey

Your thoughts/opinions matter to us!

Take our alumni survey and help us provide you with the best in programming, benefits, services, and communications. You can win a \$3,000 travel voucher from survey sponsor, Merit Travel, or 1 of 10 Trent alumni merchandise items.

Alumni have been emailed a personalized link to the survey. Please check your inbox for an email entitled “Your Opinion Matters” to access your personal survey link. If you did not receive an email please request your link at mycommunity.trentu.ca/alumni/alumni-survey



ALUMNI
TRENT
UNIVERSITY

GRAD
Perks

STUDENT
VIP

Do you ever wish you were still a student;
Health coverage, no classes on Tuesdays, and an
endless metabolism?

Well some things don't have to change!

Grad Perks offers supplemental Health & Dental Plans
that get you the coverage you need **and then some!**

Visit studentvip.ca/gradperks to find out how you can access your coverage along with prescription delivery service, virtual doctor and much more! **We've got you covered.**



TRENT UNIVERSITY ALUMNI DAY OF SERVICE

“While the Trent family is spread across the globe, we are all connected by our desire to improve where we live—from our neighbourhoods, to our countries, and beyond. We’re launching Day of Service to support organizations and individuals leading the charge in improving our communities, and to deepen the Trent commitment to community service.” – Dr. Leo Groarke, president & vice-chancellor, Trent University

Trent University has a longstanding tradition of service. From student- and alumni-based volunteer efforts to the highest levels of government office, the Trent community has risen to the challenge of bettering our world. Indeed, many of them are doing just that in their professional lives in the non-profit sector, by serving on boards and foundations, or by giving their energy and experience to volunteer programs in the places they live, work, and play.



The first Trent University Day of Service will be held on **Saturday, May 5, 2018** with the goal of bringing together Trent alumni and community members around the world to volunteer with organizations in their area. Trent University Alumni Day of Service will be a catalyst for ongoing volunteerism by Trent alumni, students, faculty and staff.

VOLUNTEER AT A SERVICE SITE

In its inaugural year, there will be 5 Day of Service Sites with established local community partnerships:

- Oshawa/Durham Region, ON
- Malaysia
- Peterborough, ON
- UK
- Vancouver, BC

ORGANIZE A SERVICE SITE

If you reside in an area that is currently not hosting a Day of Service Site, consider organizing one in your community. Trent University Alumni Affairs and the Trent University's Alumni Day of Service are eager to partner and provide support—no matter where you live.

To organize a service site contact us at alumni@trentu.ca to get started.

VOLUNTEER INDEPENDENTLY

Unable to volunteer at, or organize a service site, but still want to get involved on Day of Service? You can still give back to your community and volunteer on this meaningful day as a representative of Trent University. Simply arrange to volunteer with an organization in your community, and identify that you are an independent volunteer when completing the Day of Service registration form.

LEARN MORE

Check out the Trent University Alumni Day of Service website at mycommunity.trentu.ca/day-of-service or contact alumni@trentu.ca

We hope to join you on May 5, 2018 to share the tradition of Trent's commitment to volunteerism and to help serve the communities that we share.

Proudly sponsored by



**CHALLENGE THE WAY YOU THINK
ABOUT OPPORTUNITY**

**TOURS DAILY
SIX DAYS A WEEK
APPLICATIONS STILL BEING
ACCEPTED FOR 2018**

TRENT UNIVERSITY