



Women of Influence
NANAIMO



Awards Gala Feb 11, 2026

The Missing Link In Workplace Inclusion

Reproductive Health, HR Transformation, &
The WIN Movement



Reality Check

If we don't address reproductive health in the workplace, can we honestly claim to be inclusive?

Is it SAFE to share in your workplace?

Normalizing This Topic

- Breast Cancer Awareness
- Movember

These are all reproductive health issues and yet miscarriage & loss are not included in the conversation

1 in 4
pregnancies
end in loss

1 in 8 develop
breast cancer

1 in 8 develop
prostate cancer

The Missing Link

Organizations proudly say:

- ✓ *We are an inclusive employer*
- ✓ *We value equity & belonging*

But...

- ✗ No policy
- ✗ No language
- ✗ No psychological or emotional safety

Pregnancy loss is the one inclusion topic we still whisper about

Pregnancy Loss Impacts:

- Women
- Men
- Gender-diverse parents
- Partners
- Families
- Your teams
- Your culture

This affects your entire organization



The Journey & Mission



It is better to be
the **champion**,
not the **case study**
of what not to do



Risk of Ignoring This

The Silence Has a Cost

When people don't feel safe, they:

- Hide medical emergencies
- Suffer in silence
- Become re-traumatized
- Disconnect emotionally & mentally
- Leave the organization

- Reproductive loss policy
- Confidential disclosure process
- Support resources and language guidelines
- Training for managers on compassion-based responses
- Start normalizing this by talking about it

Create Safety & The Conversation



This isn't complicated — it simply requires humanness & intention

The Policy

This policy outlines the support available to employees experiencing pregnancy loss and reflects our commitment to fostering a compassionate and inclusive workplace, one where individuals are met with empathy, dignity, and care.

Scope - Who This Policy Supports

This policy applies to all employees, regardless of gender, relationship status, or how a pregnancy was experienced. Whether you carried the pregnancy, supported a partner, or were involved through surrogacy or other family-building paths, your experience matters and deserves support.

We recognize grief is not isolated, it touches families, partners, and communities. This policy is designed to support persons affected by reproductive loss with compassion, respect, and flexibility.

This support extends to:

- Individuals who have directly experienced a pregnancy loss.
- Partners, spouses, and support persons affected by the loss.
- Employees navigating the emotional impact of reproductive challenges.

Our Commitments

- Acknowledging pregnancy loss as a valid and significant life event.
- Providing time and space for grief, healing, and recovery.
- Respecting employee privacy and maintaining dignity at all times.
- Offering compassionate and flexible support when it's needed most.



The Process

Free Consultation to Map Out Workplace Needs

Tailored Compassionate Training

HR Vetted Reproductive Loss Support Policy Document

Provide Resources (Tools, Free Footprints Packets, Supports)

The WIN Movement



Celebrating the impact of women, non-binary, 2-spirit & gender-diverse people in our region while normalizing reproductive health rights.

2024 - Sold Out
620 ppl & 100
Nominees

2025 - Sold Out
700 ppl & 136
Nominees

2026 - Already
400 tickets sold &
135 Nominees



Women's awards were 'the event of the year'

Inaugural Women of Influence Nanaimo Awards held Feb. 7

STAFF WRITER
NEWS BULLETIN

More than 600 people filled the conference centre ballroom for the inaugural Women of Influence Nanaimo Awards, "the event of the year," according to organizers.

The WIN Awards gala happened Feb. 7 at the Vancouver Island Conference Centre. In the lead-up to the event, there were nearly 100 nominees in 11 categories recognizing the accomplishments of women, non-binary, two-spirit and gender-diverse role models.

Blaise Hunter, awards chairperson, expressed in a news release her appreciation to the community for its support of the event.

"With hundreds of passionate individuals joining forces, we ignited a fire of celebration, championing the profound impact of our community," she said. "In that room, the energy was electric and I am in awe of the extraordinary people and their tireless work."

Desirée Pahl was chosen as the Breathe Fire Award winner for overcoming adversity and April Hilland was the winner of the Fan the Flame Award for allyship.



Blaise Hunter, chairperson of the inaugural Women of Influence Nanaimo Awards, speaks during the event Feb. 7 at the Vancouver Island Conference Centre. (Photo courtesy Barbara Anne Photography)

As well, Kix Citton was honoured with the Community and Social Responsibility Award, Nadiya Albishchenko was the Business Impact Award winner, Esther Charlie won the Health and Wellness Award, Deborah Saucier took home the STEM Award, Bailey Macabre won the Arts and Culture Award, Kerlie McDowall won the Creative Innovator Award, K'reen Kerr won the Trades Award, Talela Manson was

recognized with the Youth Resiliency Award, and Judy Stephan won the Matriarch Award for individuals 50-plus.

"As we reflect on this achievement, let us remember that true influence transcends awards; it ultimately lies in our collective power to effect change," Hunter said. "When we unite, empower and support one another, we all WIN."

She added in the release that the success of the awards gala speaks to the community's commitment to celebrating inclusion, diversity, empowerment and positive change, and confirmed that the WIN Awards will return in 2025.

Proceeds from the event benefit Footprints Infertility and Pregnancy Loss Support Society.

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Attend The WIN Awards Feb 11, 2026



Adopt NEW Policy Today



Questions

When We Influence As A Collective, We WIN

