

Welcome to Pathways

Welcome!



Pathways

Learn | Reflect | Integrate



GVPTa
GREATER VANCOUVER
PROFESSIONAL
THEATRE ALLIANCE



First Steps

WAYFINDING FORM

The Wayfinding Form provides your Guide with essential information to co-create your learning plan. Please ensure **both** participants fill in this short form.

ATTEND THE WELCOME SESSIONS

The Pathways Team will host a welcome session for new participants to learn about next steps, the online platform, how to meet your guide, and other useful information to get started.

There will also be an information session for anyone at your organization (staff, board, and volunteers) who is interested in learning more about Pathways and how to support you in the program. Find details about both sessions in your welcome email.

POST - WELCOME SESSION EMAIL

Following the Welcome Session, the Pathways Team will send an email that includes the following:

- Link to the Welcome Session recording
- Link to the online Pathways Platform
- User name and password for the Platform
- Introduction to your Guide
- Link to book your Wayfinding session (first meeting) with your Guide



The Program

Guides and participants co-create individualized learning plans based on goals, capacity, and areas of focus.



01

RESOURCES

Access learning opportunities that may not be within your budget

02

1:1 SUPPORT

Monthly one-on-one check-ins with your Guide provide space to discuss your work, receive guidance, track progress, and address challenges.

03

PEER LEARNING

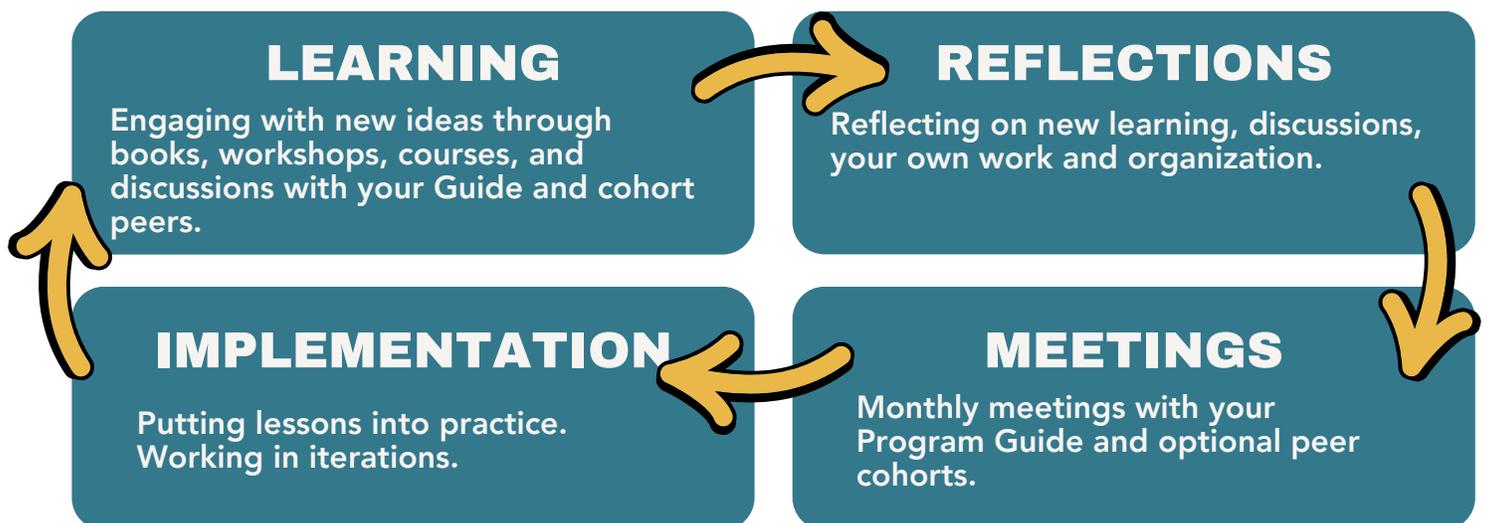
Join a community of learners in the optional monthly peer cohorts and affinity spaces.

04

REFLECTION + ACTION

Pathways focuses on learning-to-action. Experience a supportive environment to reflect on your work and implement new ideas.

Monthly Recurring Process



Minimum 5 hours time commitment per month.

Organizations with greater capacity are encouraged to do more.



YOUR GUIDE AND THE SUPPORT TEAM

All of our team members have practices deeply rooted in the communities they serve across many disciplines and geographic locations.

We are grateful for the stories you have shared with us during the intake process.

Based on what we have learned about your context and interests, we have matched you with a Pathways Guide best suited to support you in your work with the program this year.

While Guides provide one-on-one support, they are not consultants. They are here to support you in identifying goals, accessing learning resources that are relevant to your specific context, and be a sounding board as you work through ideas and actions.

[Meet the Pathways Team](#)

MEETING YOUR GUIDE

After the Welcome Session, you will receive an email introducing your Guide with instructions on how to schedule your Wayfinding meeting with them.

Please ensure that **both** participants from your organization are available to attend this meeting.

THE WAYFINDING MEETING

Meet with your Program Guide to discuss your organization's context, interests, challenges, and current position, and explore potential areas for advancing equity and accessibility practices.

At this, and over the next several meetings, you will co-create your organizational and participant learning plans for the year.



At this meeting, you will also set up your monthly meeting schedule. These meetings will take place on the same day and time each month. Your guide will set up the monthly meetings in Zoom and will send a meeting invitation so you can add them to your calendar.

THE IMPORTANCE OF REFLECTING

Pathways focuses on learning-to-action. Part of the process includes reflecting on your experiences, actions, and ways of working. Throughout your year in Pathways, we ask that you continually practice critical reflection as you engage with new ideas and difficult questions.

THE PLATFORM

The online Platform provides space to document reflections on your learning, conversations, and actions - building a traceable journey of growth, insight, and integration throughout the program.

Pathways does not evaluate or assess your progress; your own reflections are the record of your journey through the program.

INTEGRATION

Integrating new information or ideas into our lives and work looks different for everyone. Part of the reflection process is considering how the content relates to your own experience and work, and what actions (big and small) make sense for you.



CODE OF CONDUCT & COMMUNITY AGREEMENTS



How we move in spaces together

In Pathways, we co-create spaces that center people, relationships, and transparency. We are committed to building a supportive environment where participants can fully engage, share honestly, and grow together.

We have zero tolerance for violence, discrimination, or harm toward others based on race, ethnicity, national origin, sexual orientation, gender identity, religious affiliation, or different ability. Anyone promoting harm may be removed from the program.

As a community, we strive to:

- Foster spaces free from discrimination and violent speech.
- Be accountable for the impact of our words and actions.
- Step up, step back—centering equity-deserving voices.
- Use gender-neutral language unless invited otherwise.
- Hold space for good intentions, and stay mindful of the effects your actions may have.
- Maintain confidentiality: share lessons, not identities.
- Speak from personal experience using "I" statements.
- Practice self-compassion and care along the journey.

These agreements help us create braver, accountable spaces for learning, reflection, and change.

We're glad you're here!



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