

MINDA CHITTENDEN, BSC (KIN), MA (GERO)

CLINICAL DISCIPLINE:

- Kinesiologist in good standing with the BC Association of Kinesiologists (since 2010)
- Kinesiologist in good standing with the Canadian Kinesiology Alliance (since 2010)
- BC Supreme Court Sanctioned Expert Witness (in Kinesiology and Functional Capacity Evaluation) in 2014.
- Member, and 2026 Symposium Presenter, for Canadian Geriatrics Society Special Interest Group – Falls, Balance and Mobility.

RECENT/CURRENT PROFESSIONAL BOARD POSITIONS

- Elected Executive Board Member of the BC Association of Kinesiologists (2023-current) Board of Directors, Chair of Marketing and Intergovernmental Relations Committee
- Elected Executive Board Member of the Canadian Kinesiology Alliance (2016-2022) Board of Directors

UNIVERSITY EDUCATION

- Master of Arts (Gerontology), **Keele University (UK)**, 1999
- Bachelor of Applied Science (Kinesiology), **Simon Fraser University**, 1997
- Certificate of Health and Fitness, **Simon Fraser University**, 1997

CURRENT ROLE (S)

Re:Function Health Group, Inc. (Contractor) from 2020 onwards

Symmetrix Kinesiology (Part-time employee): 2024 onwards

- Clinical practice within multiple WorkSafe BC contracts: FCE, RTWSS, Heavy Equipment Operator/Commercial Driving, Customized Recovery and Return to Work Program, CBIS, COT.
- Clinical practice with other insurers: ICBC, WorkBC, Canada Life, Telus Health, Desjardins, Manulife – providing Intake assessments, Treatment Plans, Active rehabilitation (pool and land based), Functional Capacity Assessments, Ergonomic Assessments, etc.
- Municipal/Corporate Ergo Assessments and RTW Consulting: JDAs, RTW, and employer/union/worker relationship negotiations for City of Port Coquitlam, City of Abbotsford, City of Vancouver, Parkland Fuels Refinery, Weyerhaeuser Timber Company, HandyDart, SN Transport, Global Container Terminals, and others.
- Urban, Remote, and Rural Active Rehabilitation: Initial assessment of injured worker, design rehabilitation program (in pool, gym, community) using SMART principle, monitor custom exercise program, coordinate RTW with worker/employer/GP/PT/OT/counsellor.
- Active rehabilitation of individuals with varying barriers, learning styles, and diagnoses (complex orthopedic injuries, soft tissue injuries, brain injuries, depression, anxiety, etc.).
- Daily strategizing to reach RTW goals while considering the factors influencing recovery (e.g. cultural beliefs, neurodevelopmental learning styles, congenital diagnoses, psychosocial thinking patterns, complexity of injuries, recovery messaging of other treatment providers on rehabilitation team).
- Conduct Medical Legal Functional Capacity Evaluations, and Response Reports.

PROFESSIONAL HISTORY – POLICY DEVELOPMENT

- 1997-2007: Research Associate with SFU, UBCO, University of Keele (UK) and McCreary Centre Society.
 - o BC (McCreary Centre Society): To inform youth health policy, I worked on BC Adolescent Health Survey, as requested by BC Ministry of Health, BC Ministry of Education, and BC Ministry of Children and Family Development. The McCreary Centre Society worked with these ministries to create a youth health survey to inform health care planning in the province (1992, 1998, 2003, 2013, 2018, 2023).

As a Research Associate I assisted with research design, development of BC Adolescent Health Survey questions, pilot testing of survey questions, Statistics Canada randomization process, training of BC nurses to collect data in high schools, data collection in high schools/street youth populations/youth in custody/youth in care, data analysis of the 30,000+ youth surveys (from 1992, 1998, 2003 BC wide surveys), writing summary reports for public and policy makers, and conducting workshops with government decision makers to make policy changes for youth in BC (*publications listed below*, www.mcs.bc.ca). In some case, policy changes were immediate when we mediated discussions between youth in custody, guards, government and social workers.

- o BC (McCreary Centre Society): At request of BC government, I conducted 1:1 interviews with every young woman in custody, and custody decision makers, to assess the need for alternate gender-segregated custody options for young women (as opposed to co-ed housing). This work resulted in changes in the policy for how young women are held in custody in BC.
- o UK (University of Keele): With Dr. Miriam Bernard, and Dr. Judith Phillips, conducted interviews and surveys with UK caregivers to determine the need for changes in UK-wide National Health Service Human Resource policies to support staff who work in health care and also care privately for others after work. (*Juggling work and care: The experiences of working carers of older adults (Family and Work series* - by Judith Phillips (Author), Miriam Bernard (Author), Minda Chittenden (Author))
- o SFU and UBCO: Data Analysis and Research Assistance with Yves Carriere and others.
- o Full list of Publications below.

PROFESSIONAL HISTORY – ACTIVE REHABILITATION (see above for current role)

Private Rehabilitation Consulting: 2007 - 2020

- In house-case Manager for injury rehabilitation and Work Hardening Programs
- Kinesiology Manager – Head trainer of Kinesiologists
- Trainer of SFU/UBCO practicum students
- Supervisor of SFU Kinesiology Coop Students
- Conduct Job site visits, job demands analyses, and return to work programs
- Design and implement work conditioning and work hardening programs
- Rehabilitate complex orthopedic injuries, mild traumatic brain injuries and soft tissue injuries
- Provided activation programs for mental health conditions such as depression, anxiety and PTSD
- Work a variety of contracts including: WorkSafeBC RTWSS, WorkSafeBC COT, WorkSafeBC CBIS, ICBC, Canada Life, Canvet, Manulife, Desjardins
- Declared an Expert Witness in BC Supreme Court in 2014. Court qualified as a Kinesiologist, functional capacity evaluator and ability to speak to future care needs.
- Conduct Medical Legal Functional Capacity Evaluations since 2010

PRACTICE SETTING

- Workers start exercising/moving with me on Day 1. I assess the worker's function 1:1 in the location, and manner, that will yield the most valid, and reliable, assessment of the worker's true abilities (e.g. at own job site, at similar job site, at heavy equipment school, in a Class 1/2/3/4/5 vehicle, in park, in clinic). It is important that the assessment contains a realistic work simulation, or actual work task/training, and evidence based outcome measures that can be replicated later to monitor progress. To improve validity I will often partner with HEO instructors, and driving instructors, to provide workers with assessments in actual excavators, backhoes, forklifts, commercial vehicles.
- I provide 1:1 rehabilitation in locations that will yield the best recovery outcomes. To proactively address/reduce psychosocial barriers, I choose locations in which the worker will feel safe and relevant to the return to function goal. Initial assessments can be at home, in clinic, outdoors, or their workplace, etc..

- I strategize the best method to get the person independent and moving forward towards recovery and whether the worker is well suited to a large group program or an independent program.
- I provide/provided rehabilitation services in BC urban centres (Lower Mainland, Vancouver Island, Fraser Valley), rural locations (Fraser Valley including Hope, Thompson-Okanagan) and remote locations (Horse Lake, Cherryville, etc.).
- I have followed workers continuously from time of initial injury (while person is non-weightbearing/or bed rest), through rehabilitation, and return to work monitoring.
- I have worked with interpreters/cultures from every continent and learned the many different ways different cultures perceive recovery.

CERTIFICATIONS

- Red Cross Emergency First Aid certified (2025-2028)
- Motivational Interviewing Level 1 Certification (January 2021)
- Matheson Certified Work Capacity Evaluator (December 2020)
- WorkWell Functional Capacity Evaluation Certified, 2018
- Neurokinetic Therapy Level 1 Certification, 2018

PROFESSIONAL DEVELOPMENT/TRAINING

- Instructor of Active/Exercise session at 2025 BC Cancer Conference, 2024 Canadian Geriatrics Society, 2024 Canadian Association of Radiation Oncologists Conference, 2024 Canadian Association of Geriatric Psychiatry Conference, 2025 World Congress of Intensive and Critical Care.
- BC Association of Kinesiologists Professional Education Day – May 28, 2025
- BC ECHO for Chronic Pain monthly workshops, 2020-2025
- Pacific Pain Forum participant - April 2023, April 2024, April 2025
- Canadian Kinesiology Alliance – Kin Can Conference – November 2 and 3, 2024
- Virtual Conference Course: Exercise Prescription for Cardiac Illnesses - Sandy Gilmour May 4, 2024
- Canadian Geriatrics Society Conference participant - April 24-27, 2024 in Calgary
- Canadian Geriatrics Society Conference participant - April 2023 in Vancouver
- Dive Into the Coach Approach 1.0 – April 2022
- Covid Recovery Course – March 8, 2022
- Advanced Exercise Prescription: Consistency & Effectiveness in Rehabilitation & General Exercise Technique, 2019
- Immaculate Dissection – Upper Extremity Concepts, 2018
- Special Topics in Concussion Rehab with OneBrain Neuroscience, 2018
- Primal Movement Chains – Moving Beyond Mobility, 2016
- Canadian Geriatrics Society Conference participant – 2016 in Vancouver
- Matheson Mastery Series: Advanced Functional Evaluation Program, 2017
- Soft-Tissue Release Therapy – Jim Bilotta, 2014
- Functional Biomechanics & Movement Pattern Assessment, 2014
- Corrective Exercise Training for Injury Rehabilitation & Economy of Movement, 2014
- Canadian Association of Occupational Therapists – Certified Trainer to offer National workshops on the Prevention of Elder Abuse, 2013
- Matheson LifeCare Planning Course, 2013
- WorkSafeBC Health Care Professionals Conference, 2013
- Functional Assessment of Spine and Extremities Course, 2010
- Matheson Functional Capacity Evaluation Certification Program, 2010
- Previous - Canadian Aquatic Rehabilitation Instructor - Aquatic Therapy Level 1 (approx. 2008)
- Bronze Medallion Swimming Level achieved

PUBLICATIONS – BC GOVERNMENT RESEARCH INFORMING BC GOVERNMENT POLICY

Listening to Young Women's Voices - published in 2008 by the McCreary Centre Society in Vancouver, BC, ISBN: 978-1-895438-87-X

Making the Grade – A Review of Alternative Education Programs in BC, published in 2008 by the McCreary Centre Society in Vancouver, BC, ISBN: 978-1-895438-86-1

Against the Odds – A Profile of Marginalized and Street-Involved Youth In BC, published in 2007 by the McCreary Centre Society in Vancouver, BC, ISBN: 978-1-895438-83-7

Voices from the Inside: Next Steps with Youth in Custody, published in 2007 by the McCreary Centre Society in Vancouver, BC. ISBN: 978-1-895438-82-9

Promoting Healthy Bodies: Physical Activity, weight, and tobacco use among BC youth, published in 2006 by the McCreary Centre Society in Vancouver, BC, ISBN: 1-895438-74-8. Citation: Poon, C., Chittenden, M., Saewyc, E., Murphy, A. & the McCreary Centre Society (2006). Promoting healthy bodies: Physical Activity, weight and tobacco use among B.C. youth. Vancouver, B.C.: The McCreary Centre Society.

Building Resilience in Vulnerable Youth, published in 2006 by the McCreary Centre Society in Vancouver, BC. Citation: Saewyc, E, Wang, N., Chittenden, M., Murphy, A. and the McCreary Centre Society (2006) Building Resilience in Vulnerable Youth, Vancouver BC. The McCreary Centre Society. ISBN: 1-89543876-4.

The Next Steps: A Workshop Toolkit to Engage Youth in Community Action – A Project of the Adolescent Health Survey, published in 2005 by the McCreary Centre Society in Vancouver, BC, ISBN: 1-895438-70-5.

Raven's Children II: Aboriginal Youth Health in BC, published in 2005 by the McCreary Centre Society in Vancouver, BC, ISBN: 1-895438-73-X. Citation: van der Woerd, K. A., Dixon, B.L., McDiarmid, T., Chittenden, M, Murphy, A. & The McCreary Centre Society (2005). *Ravens Children II: Aboriginal Youth Health in BC*. Vancouver, BC. The McCreary Centre Society.

Time Out II: A profile of BC Youth in Custody, published in 2005 by the McCreary Centre Society in Vancouver, BC, ISBN: 1-895438-72-1

Healthy Youth Development – Highlights from the 2003 Adolescent Health Survey III, published in 2004 by the McCreary Centre Society in Vancouver, BC. ISBN: 1-895438-55-1

As well as the series of 13 regional reports titled:

Healthy Youth Development – Regional Highlights from the 2003 Adolescent Health Survey III, published in 2004 by the McCreary Centre Society in Vancouver, BC

Northwest (HSDA) Region
Northern Interior (HSDA) Region
Thompson Cariboo Shuswap (HSDA) Region
Okanagan (HSDA) Region
Kootenay Boundary (HSDA) Region
East Kootenay (HSDA) Region

North Shore/Coast Garibaldi (HSDA) Region
 North Vancouver Island (HSDA) Region
 South Vancouver Island (HSDA) Region
 Central Vancouver Island (HSDA) Region
 Vancouver (HSDA) Region
 Richmond (HSDA) Region
 Fraser (Health Authority) Region
 Fraser North (HSDA) Region

Phillips, J., Bernard, M. and Chittenden, M. (2002) *Juggling Work and Care – The Experiences of Working Carers of Older Adults*, UK: The Policy Press.

Chittenden, M. (2002). 'The Importance of Friendships to Elderly Nursing Home Residents.' *Seniors Care Canada*. <http://seniorcarecanada.com/articles/2002/q1/importance.of.friendships/>

Wister, A. V.; Chittenden, M.; McCoy, B.; Wilson, K.; Allen, T.; and Wong, M. (2002) 'Using Alternative Therapies to Manage Chronic Illness Among Older Adults: An Examination of the Health Context, Predisposing and Enabling Processes.' *Canadian Journal on Aging*, vol 21, part 1, pp.47-62. ISSN 0714-9808

Listening to BC Youth - Regional Results from the Adolescent Health Survey II, published in 2000 by the McCreary Centre Society in Burnaby, BC.

ISBNs

South Fraser Region	1-895438-16-0
Kootenays Region	1-895438-18-7
Thompson/Cariboo Region	1-895438-20-9
Coast Garibaldi/North Shore Region	1-895438-22-5
North Region	1-895438-24-1
Capital Region	1-895438-26-8
Kootenay Boundary Region	1-895438-28-4
Okanagan Similkameen Region	1-895438-30-6
Cariboo Region	1-895438-32-2
Central Vancouver Island Region	1-895438-34-9
North West Region	1-895438-36-5
Simon Fraser/Burnaby Region	1-895438-17-9
Okanagan Region	1-895438-19-5
Upper Fraser Valley Region	1-895438-21-7
Central/Upper Island Region	1-895438-23-3
Vancouver/Richmond Region	1-895438-25-X
East Kootenay Region	1-895438-27-6
North Okanagan Region	1-895438-29-2
Thompson Region	1-895438-31-4
Coast Garibaldi Region	1-895438-33-0
Upper Island/Central Coast Region	1-895438-35-7
Peace Liard Region	1-895438-37-3

Wister, A. and Chittenden, M. (1998) Exercise Trajectories Across the Life Course. *GRC News*, Simon Fraser University, pp.4-5.

McCreary publications are available for download: www.mcs.bc.ca

DEMONSTRATED COMPETENCIES

Functional Evaluation:

- Experienced using standardized, evidenced based functional testing equipment and techniques
- Able to apply extensive knowledge in gerontology, complex comorbidities, and ageing, to care predictions
- Able to use job demand task analysis to develop meaningful and specific work simulation work circuits to incorporate in functional testing
- Able to interpret functional test measures and forecast return to work capacity
- Able to use years of active rehabilitation skills to provide therapy recommendations in treatment analyses

Community Adult Rehabilitation:

- Physical assessment, justification, recommendation and provision of active rehabilitation programs (land and water)
- Home Safety Assessments with recommendation, training and provision of mobility aids, adaptive equipment and community resources to optimize client safety in the home
- Design of customized active therapy programs for return to function
- Education on safe body mechanics & the use of adaptive equipment
- Coordination of Work Conditioning Programs, Work Hardening Programs, and Return to Function Programs
- Rehabilitation of patients with complex comorbidities, frailty orthopedic injuries, soft tissue injuries, and mental health diagnoses
- Training kinesiologists in the practical skills to work in the profession

Return-To-Work Planning and Implementation:

- Able to coordinate and lead return to work meetings with involved stakeholders
- Able to effectively communicate with stakeholders to identify return to work plans, identify accountabilities of parties within the plan, develop consensus to execute the plan, and to address issues while monitoring the plan
- Able to identify and measure job demands
- Able to use task analysis and functional analysis to develop a return-to-work plan and grade exposure rates to work tasks within the plan specific to injured workers' needs
- Able to perform ergonomic analyses to identify risk factors of work demands in relation to functional capacities of an injured worker
- Able to identify temporary/permanent task modifications and/or accommodations necessary for an injured worker and implement them or eventually remove them in the return-to-work plan
- Able to prescribe ergonomic solutions via equipment provision, worker practice modifications (job coaching), or environmental changes
- Able to effectively write reports outlining specifics of job demands and return to work plans
- WorkSafeBC Return to Work Support Services Contractor