MEGHAN HINES

Powerchair Hockey (IPCH) Sport Executive Committee



PROFILE

- Experienced powerchair hockey athlete and leader with over 25 years of involvement in the sport and a demonstrated commitment to its growth and development nationally and internationally.
- Bring international sport governance, strategic leadership, program management and stakeholder engagement experience, complemented by firsthand experience growing powerchair hockey in a developing nation.
- Currently serve as General Secretary of the IPCH Sport Executive Committee (SEC), with direct experience supporting the organization's governance, operations and responsibilities to its membership. Seeking to continue contributing to the SEC and to the ongoing development and strengthening of IPCH.
- Outside of powerchair hockey, currently a Senior Manager at the Royal Bank of Canada (RBC), bringing more than 12 years of experience in strategic planning, program leadership and organizational initiatives. Experienced in leading teams, managing complex priorities and working with diverse stakeholders to achieve results. This professional experience, combined with extensive community leadership, brings valuable strategic and organizational skills to the IPCH SEC.

POWERCHAIR HOCKEY SPORT & GOVERNANCE EXPERIENCE

Powerchair Hockey Athlete **1999 – Present**

- Active powerchair hockey athlete with over 25 years of competition experience, including representing Canada at three World Champions (2018, 2022 and 2026), including Canada's inaugural appearance. Also represented Canada at the 2019 Australia Club Championships, 2023 Flanders Cup and 2025 Skorpions Invitational, and Toronto at multiple North American and Canadian Championships.
- Provided team leadership throughout playing career, serving as Captain and Assistant Captain for multiple teams and earning recognition for athletic performance, sportsmanship and contributions to the sport.
- Selected individual recognition includes:
    - Best T-Stick Player — 2024 APHC 2v2; 2017 Canadian Championships
    - Most Sportsmanlike Player — 2016 North American PowerHockey Cup
    - Most Outstanding Defenseman — 2008, 2010 and 2014 North American PowerHockey Cup
    - Dianne Trottier Award — 2010 and 2014, recognizing leadership and significant contributions to the club

IPCH Sport Executive Committee **December 2022 – Present**

General Secretary

- Oversee IPCH administration and governance, including SEC and Sport Congress meeting organization, agendas, and minutes, while supporting communication between the SEC, Member Nations and World Abilitysport. Manage administrative and financial matters, including oversight of the operating budget, and providing support on ad-hoc initiatives and priorities.
- Appointed as Technical Delegate for the 2024 European Championship, responsible for ensuring the competition was conducted in accordance with official IPCH rules and regulations and serving as a liaison between the Local Organizing Committee, IPCH and World Abilitysport.
- Selected by World Abilitysport as its sole nominee for the 2026 Association of Paralympic Sports Organisations Women's Leadership Programme, designed to strengthen leadership capabilities and support the advancement of women in national and international parasport leadership.

PowerHockey Canada **December 2018 – Present**

Co-Founder & President **January 2022 – Present**

Co-Founder & Vice President **December 2018 – December 2021**

- Lead the strategic direction and ongoing operations of Canada's national powerchair hockey organization, focused on expanding participation and strengthening opportunities for athletes across Canada.
- Establish and nurture strategic partnerships with organizations to boost the national visibility and recognition of powerchair hockey, driving brand awareness and expanding the organization's reach and impact.
- Led the end-to-end execution of the 2024 World of Hockey Summit, from strategic development to event delivery, ensuring a seamless and impactful experience for attendees and stakeholders.
- Directed the planning, coordination and fundraising for the 2021 PowerHockey Canada Summit, a three-day virtual event designed to unite and engage the global powerchair hockey and broader parasport community.
- Spearheaded a national research initiative funded by the Ontario Parasport Collective to identify opportunities and barriers for powerchair sport and expand access to powersport programs across Canada.
- Developed and implemented a comprehensive powerchair hockey coaching program focused on equipping coaches with the knowledge and tools to support athletes within the North American powerhockey game.
- Coordinated logistics, planning and fundraising for Team Canada's participation in international competitions across Europe and Australia, including complex travel and accessibility arrangements to support the unique needs of athletes.

IPCH Development Committee **November 2020 – December 2024**

Member

- Contributed to the Development Committee's work to support the growth and development of powerchair hockey worldwide and, in partnership with the IPCH Development Officer, co-led the establishment of the IPCH Global Development Network to connect national organizations and strengthen collaboration, communication and knowledge-sharing.

PowerHockey Toronto **August 2018 – June 2024**

Co-Founder & Vice President **January 2022 – June 2024**

Co-Founder & Director of Fundraising **August 2018 – December 2021**

- Provided strategic and operational leadership to support the organization's growth and ensure Toronto athletes could participate in powerchair hockey within an inclusive and supportive environment.
- Organized the 2019 PowerHockey Canada Cup, featuring teams from across North America, overseeing planning, coordination and event delivery, while participating as an athlete.
- Secured sustainable, predictable recurring funding to strengthen the organization's financial stability and reduce reliance on ongoing fundraising.

COMMUNITY LEADERSHIP

Air Canada Accessibility Advisory Group **April 2026 – Present**

Chair

- Provide strategic consultation and lived experience perspectives to support accessibility initiatives and enhance the travel experience for passengers with disabilities.
- Appointed as Chair upon joining the committee, serving as the primary liaison between committee members and Air Canada's Accessibility team while leading quarterly discussions and collaboration.

Centre for Independent Living in Toronto (CILT) **September 2013 – 2018 & September 2026 – Present**

Board of Director

(Chair May 2015 – 2018; Vice Chair November 2014 – April 2015)

- Responsible for fulfilling all fiduciary duties while overseeing governance and policy implementation. CILT is a not-for-profit with a budget of approximately $65 million. Primary purpose is to administer the Direct Funding Program, a government funded program which provides attendant care funding to individuals with disabilities.
- Led the search process to hire a new Executive Director; involved identifying a suitable executive search firm, informed the job mandate and posting, interviewed and selected final candidate, finalized offer package and informed onboarding plan.

PROFESSIONAL EXPERIENCE

RBC **June 2014 – Present**

Senior Manager, Employee Impact – Programs **April 2025 – Present**

- Lead a high-performing team in the strategy, innovation, and execution of global programs that empower employees to drive social and environmental impact. Champion purpose-driven initiatives that enhance community value, strengthen brand reputation, and position the organization as an employer of choice.

Senior Manager, Accessibility Enablement **June 2023 – April 2025**

- Supported the establishment of RBC's Accessibility Office, including identifying the operating model and stakeholder engagement strategy to support enterprise-wide awareness and implementation of accessibility initiatives to create a more inclusive environment for employees and client. Worked closely with teams across the organization to help to drive awareness and deliver on Accessibility Plan commitments through innovative, beyond-compliance solutions.

Senior Manager, TS&S Strategy Integration **February 2022 – May 2023**

- Responsible for establishing and maintaining strategies and routines to prioritize, align and integrate priority work against outcomes. Managed employee connection and engagement initiatives for the SVP, TS&S, including town halls, communications, social events, and leadership forums designed to strengthen employee experience, organizational connection, and support strategic priorities.

Lead, HR Strategy & Solutions Designer, Talent Solutions **January 2021 – February 2022**

- Developed solutions aligned to talent strategies, working in partnership with Product Owners, Scrum Masters, Designers and HR experts. Designed and delivered high quality solutions, with a strong focus on agile practices, employee/user feedback and innovation.

Senior Manager, HR Initiatives, Functions **November 2018 – December 2020**

Manager, HR Initiatives, T&O and Functions **June 2017 – October 2018**

- Led, managed and supported HR related initiatives across multiple geographies in partnership with HRBP's, HR COE's and leaders aligned to business/people strategies. Provided design, thought leadership and implementation expertise on HR related initiatives.

Coordinator, Office of the CEO **February 2016 – June 2017**

- Contributed to the organization and management of RBC's thought leadership group. Provided support on a broad range of operational accountabilities to ensure the dynamic, fast-paced team ran in an efficient and effective manner. Involved extensive interaction with internal and external senior executives and government officials requiring a high-level confidentiality, tact and diplomacy.

Coordinator, Executive Recruitment **June 2014 – January 2016**

- Provided support to team while acting as a key point of contact for internal and external stakeholders. Managed and improved effectiveness of Executive Recruitment activities.

RBC Diversity & Inclusion Committee & Leadership Roles **June 2014 – Present**

- REACH (PWD) Employee Resource Group (2018-Present)
    - Strategic Advisor (2025-Present)
    - National Co-Chair (2018-2025)
    - Co-Founder & Co-Chair, Toronto Wellington Chapter (2014-2017)
- HR Diversity Leadership Council Member (2015-2020)
- Co-Chair, National Office DLC Persons with Disabilities (PWD) work stream (2015-2017)
- NextGen Toronto ERG Cabinet Member (2015-2017)

TD Bank **August 2010 – June 2014**

External Recruitment Screener, TD Bank **August 2010 – June 2014**

- Identified needs of hiring managers and sourced candidates for the CSR roles across Canada, ensuring a positive candidate experience at all points of interaction.

COMMUNITY INVOLVEMENT RECOGNITION

- David C. Onley Award for Leadership in Accessibility in the Role Model category — 2025
- RBC Global Citizens Award — 2024
- Founders Award, CILT — 2020
- Queen Elizabeth II Diamond Jubilee Medal — 2012

EDUCATION

Honours Bachelor of Commerce **April 2014**

DeGroote School of Business, McMaster University, Hamilton, ON