INCLUSIVE LEADERSHIP CO-OPERATIVE’S
STRENGTHENING BRIDGES PROJECT

Project Summary

Are you concerned about oppression and marginalization? Do you value diversity and inclusion? Have you experienced any part of the past twenty celebratory years of in-person and on-line Inclusive Leadership education?

We are gathering new and experienced Inclusive Leaders into diverse networks and webs of empowering mutual mentoring alliances from around the world. We are coming together to train, mentor, practice, support and encourage each other to cultivate our skills and understandings for facilitating social and environmental justice education. We are sharing our skills for embracing the diversity in all living beings as gifts that enrich our earth community and human family. Facilitating Inclusive Leadership education transforms ourselves, our communities, and the world.

Project Overview

**Funded by:** Department of Canadian Heritage and Multiculturalism

**Purpose:** Members of the Inclusive Leadership Co-operative (ILC) are building our capacity to support new and experienced Inclusive Leaders from diverse backgrounds to facilitate and mentor Inclusive Leadership education.

**Timeline:** The project proposal was submitted to Canadian Heritage in 2018. We received funding in September 2019. The timeline of our project is actually from April 1, 2019 to March 31, 2019.

- April 1, 2019 to Dec 1, 2020: Logging all of our Inclusive Leadership Education activities and all of our Inclusive Leadership facilitators
- September 1 to Dec 1, 2020: Participatory Action Research to develop our project plan.
- Dec 1, 2020 to March 31, 2019: Organizing 1 or more Inclusive Leadership Facilitator Training events online and in person.

**Our Mutual Mentoring Process:**

- We bring together new Inclusive Leaders and experienced Inclusive Leaders together on line and in person for experiential peer-to-peer education in facilitating Inclusive Leadership
- Experienced Inclusive Leaders and new Inclusive Leaders provide peer to peer guidance and support to each other.
- We support each other to develop skills, awareness and action plans for practicing, mentoring and facilitating Inclusive Leadership values and skills.
- We encourage each other to explore and use Inclusive Leadership education materials and resources
- We encourage and support each other to develop action plans for facilitating and mentoring Inclusive Leadership
Who is participating in this project? Everyone who has experienced any part of the past twenty celebratory years of in-person and on-line Inclusive Leadership education is invited to be involved.

Ways of participating:

- **Education Committee:** Our education committee is an open committee of 5 ILC members who meet weekly online plus other Inclusive Leaders who participate from time to time (7 more so far). New committee members are always welcome.
- **Inclusive Leadership Facilitators:** Anyone who has participated in any in-person or on-line Inclusive Leadership Education and is now facilitating, co-facilitating, mentoring or otherwise sharing Inclusive Leadership with others is already part of this project. Our project log shows that we have 60 Inclusive Leadership Facilitators involved in the Strengthening Bridges Project since April 2019. This includes all of us at today’s online workshop:
  - **We are from diverse generations** (10% youth, 30% young adults, 50% adults, 10% seniors).
  - **We are from diverse locations** (60% Vancouver Island, 10% from other parts of BC and Canada, 30% from other countries).
  - **Some of us are here on behalf of our organizations:** Some Inclusive Leadership facilitators are participating in this project on behalf of an organization, school or community group where they work or volunteer.
    - Example 1: Pema Rigzin is an Inclusive Leader who represents Cowichan Intercultural Society in Canada
    - Example 2: Kat Phillips is an Inclusive Leader who represents the University of Victoria Human Rights Education Volunteers in Canada
    - Example 3: Beat Odermatt is an Inclusive Leader who represents U Can International School in Uganda.
  - **We show up in diverse ways:** Each of us has been role-modeling, co-facilitating and mentoring Inclusive Leadership in many different ways.

Activities:

**Curriculum Development**

- We have been developing workshops, manuals, guidebooks, articles, handouts and our online courses for over twenty years.
- All our resources are based on these values and skills:
  - International Earth Charter as our global framework
  - Building Bridges Steps
  - Skills for Connecting with Differences
  - Skills for Communicating with Compassion
  - Anti-Discrimination First Aid Skills
- We want Inclusive Leaders to be able to more easily access our existing resources for cultivating and facilitating Inclusive Leadership
- We want to build on these resources to develop new resources
Mapping our facilitating Inclusive Leadership journeys: We want Inclusive Leaders to be able to travel at our own pace, assess our skills, track our journeys, and share our progress with schools and employers.
- We are keeping a log of all facilitating and mentoring activities and all participants since April 1, 2019
- We are beginning to create easy to follow inventories, maps, and charts:
  - We want to show entry points, choices, paths and milestones to becoming more and more experienced in facilitating Inclusive Leadership education.
  - These maps and charts will be useful tools for self assessment, peer feedback and tracking progress through each set of skills.
- We are developing various levels of Participation Certificates

Peer-to Peer Inclusive Leadership Education.

Online Education:
- Discover Your Inclusive Leadership Potential Online Course: ongoing
- Heart to Heart Cafes: monthly
- Education Committee Meetings: weekly
- Online Inclusive Leadership Facilitator training

In Person Education:
- Inclusive Leadership Adventures: annually (next ILA is May 2020)
- Applying Inclusive Leadership skills to Community Projects and Events
  - Example 1: National Day of the Child Workshops and Activities
  - Example 2: University of Victoria Human Rights Education Volunteer Training
  - Example 3: Compassionate Listening Circle: in Janice’s home
  - Example 4: Claudia facilitated an Inclusive Leadership Qualitative Research Activity within the Argentina NVC Intensive
- Inclusive Leadership Facilitator Training Event: Being planned for February 2020

Our Spirit of Generosity:

Thank you so much for bringing your diverse gifts to our Inclusive Leadership community!

Thank you all so much for showing up at this workshop to help us in Building Bridges toward a successful project through your skillful listening and appreciative consulting.