



Inclusive Leadership Co-operative

Annual Report September 2018 to November 2019

co-written by ILC members and guests at the

November 23 Annual General Meeting

(and enriched with excerpts from our website www.inclusiveleadershipco-op.org)

ILC EVENTS & PROJECTS:

Annual Inclusive Leadership Gathering - September 2018

A diverse group of people came to the ILC annual gathering at Cowichan Lake Education Centre – a great place to gather.

It started off on Friday September 28th with a Professional Development workshop: De-Stressing the Learning Environment. This was a great workshop, and people loved it. It's important to learn how to de-stress diversity.

We held the Annual General Meeting during our ILC Gathering on Saturday September 29th which was efficient and productive. Non-members got to think creatively while participating in a memorable and fun Improvisation workshop with no set agenda facilitated by Haley Guest.

The weekend continued with Challenge By Choice workshops led by ILC Members and guests, demonstrating ways they lead inclusively in their communities. We love feeling more and more at home in ILC, having fun and seeing everyone.

Visioning Meetings - December 2018, online and in person

In December 2018 we held online Visioning Sessions and an in-person Visioning Session at Little Zimbabwe Farm. It was exciting to brainstorm and listen to new perspectives. We connected with friends and developed our plan for the year:

- Cultivate the ILC
- Build our capacity to co-facilitate Inclusive Leadership (Strengthening Bridges Project)
- Form our team of Inclusive Leadership Adventure facilitators

- Continue the *Develop Your Inclusive Leadership Potential* online course and the Heart to Heart cafes
- Networking for the Inclusive Leadership Adventure and online education
- Showing up for small and large gatherings and events

The visioning process helped us make lots of connections and foster a team feeling.

Inclusive Leadership Adventure – April 2019

The groups and individuals came from Campbell River, Ladysmith, Victoria and the Cowichan Valley, of course. In addition to all the Inclusive Leadership skill-building activities and workshops, we had Heart to Heart groups and there was a lot of drawing with adults and children on the floor. The Ladysmith group was very active and involved in all the activities. Students led activities. On Saturday night we celebrated each other's gifts of poetry, musicianship, dance, games. We had fun. Participants worked individually and in groups to develop Action Plans, and wrote nice notes about each other to take home with us.

“I have loved every Adventure but I especially loved this one! Being here inspired me on so many levels. I left fired up to work to jump start my 1st ILA at Camp Elk Haven... and May 2020 it's on!” -- Tara, ILC member

Membership Update Meeting – May 2019

In May we held an Update Meeting at Little Zimbabwe Farm. The theme was “Who are our teachers?”.

- We heard from Terri Beaton and Lindsay Beal who attended the inauguration of "The Inclusion Project" spear-headed by Ruth Mojeet from University of Victoria. There are people ready to learn about ILC four pillars, and if we make ourselves known and available, we can continue gathering diverse people for the Adventures and Cultivating weekends and DYILP courses.
- We reviewed the budget with the goal of contracting with one or more members to co-ordinate the ILC for the summer.
- We each shared in pairs about people in our lives who have contributed to our learning about inclusion and leadership. This was a way of staying grounded in our roles as Inclusive Leaders, and connecting the dots in our own lives. This exercise also served to identify and hear from others about future 'dots' to connect. We realized how helpful it is to stay in touch with the sources of our learning. We loved this sharing about the people in our lives who encouraged us to grow as loving, open people.

Strengthening Bridges to Inclusion, funded by Canadian Heritage (Community Support Multiculturalism & Anti-racism Initiative Program)

This is a fantastic research and development project. 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 with others. Who is participating? People who have participated in any ILC education in-person or on-line, and are now facilitating, co-facilitating, mentoring, or otherwise sharing Inclusive Leadership with others. More than 60 Inclusive Leadership Facilitators from diverse backgrounds have been involved in this Strengthening Bridges Project since April 2019 (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).

We want to create easy to follow maps, charts and participation certificates that 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. Inclusive Leaders will be able to travel at their own pace and will be able to share their progress with their schools and/or employers.

ILC ONLINE

Discover Your Inclusive Leadership Potential

One-hundred people participated in two years of piloting our introductory online course. Since the ongoing enrolment began in May 2019, we have welcomed 91 more participants from 17 countries. ILC's rate of meaningful engagement in the DYILP course is over 70%. In the world of online courses, the average engagement rate is a mere 3% and so we are very proud of our success in developing effective online education. So far 44 of these participants have earned one or more participation certificates (Connecting, Completion, or Mentoring) and there are 20 more participants well on their way to earning certificates. Inclusive Leaders are sharing that the impacts of having done the course are improvements in work cultures, involvement in collaborative projects and sense of self-agency for affecting social change in their communities.

“I loved connecting with other inclusive leaders around the world.” -- Pamela, ILC participant.

Heart to Heart Café

Heart to Heart Cafés for people who have experience Inclusive Leadership education either in-person, on-line or both, happen on the first Saturday of every month. It's always there when you need it. You can join any month and surely feel listened to, and always meet new people and support others with your listening. The Heart to Heart Cafe has a huge impact because of its diversity. It's amazing how

the group accommodates everyone. The facilitators (usually Janice Milnerwood and Harriet Greenwood) are very good at staying relaxed with participants who have technical problems and pop in and out during the Café. By minimizing the impact of these problems, they maintain group cohesiveness. People all over the world connect over common triumphs and struggles. Just knowing these Cafes happen, and that people are connecting from so many corners of the globe, fills our hearts with joy.

IL Participatory Action Research & Practice Group for Leading with Compassion

In February, 2019 Raj Gill volunteered to facilitate six zoom sessions on Leading with Compassion. We saw this as an opportunity to re-vitalize our Inclusive Leadership Online Practice Groups and welcomed an international group of Inclusive Leaders. At the same time, Linda Hill engaged participants in researching and developing an online course from these sessions. This attempt to develop a new course proved to be an overly ambitious and stressful endeavour. However, the sessions with Raj were so valuable as well as our shared experiences hearing diverse voices of compassion and learning to ask permission. Experiencing our solidarity about our shared concerns and different concerns was an important part of everyone's Inclusive Leadership development. It was a journey that challenged us to open up to many different approaches to leading with compassion.

Our Global Village of Inclusive Leaders

We are gradually building an international community of Inclusive Leaders who connect about living, learning, and leading inclusively in their diverse communities via our online offerings and on Facebook. *"I thank you for all your efforts by making me and others what we are today globally through Discover Your Inclusive Leadership Potential Course which people around us and far from us are benefiting from the Inclusive Leadership skills in us. I appreciate the Board members and all the Inclusive Leaders across the World for sharing ideas with us and giving people like me the opportunity to be mentoring both new and old participants globally."* Agu Chukwuemeka Alpheus, Nigeria).

ILC MEMBERS

Board Members

ILC Board members Sept 2018 to Sept 2019: Kix Citton, John Scull, Lindsay Beal, Cathy Gilbert, Donna Sassaman, Nola Landucci.

The following ILC Board members stepped down in 2019: Kix Citton (Sept), John Scull (Nov) and Lindsay Beal (Sept). The following members joined the board in 2019: Tara Jordan (Sept), Susan Norris (Sept), Linda Hill (Nov).

ILC Board members as of our Nov 23, 2019 AGM: Cathy Gilbert, Donna Sassaman, Nola Landucci, Tara Jordan, Susan Norris, Linda Hill.

Personnel

Joy Emmanuel was hired as the summer ILC Administrator/Grant Writer June to Sept 2019.

Lindsay Beal was hired as the ILC Coordinator Sept 23 to April 1 with plans to extend this contract depending on funding.

Linda Hill began volunteering as the ILC Education Coordinator Sept 15, 2019.

New Member

Tina Fabbro has been very active since joining the ILC in September 2018. She and several of her staff from Community Connexions participated in DYILP Online. Tina and Susan organized a team of Inclusive Leaders from Ladysmith to participate in our April 2019 ILA.

COMMUNITY EVENTS & COLLABORATIONS:

Inclusive Leaders build our global awareness by sharing the diverse ways we show up in our communities as Inclusive Leaders with each other. These are examples shared during our AGM:

“I showed up in support of the residents of my building, as a green party volunteer, and meetings at city hall, and many community events.”

“Punjabi festival Victoria, Little Zimbabwe Farm & inclusive music collaborations/projects in Zimbabwe, Senior’s Homes, concert collaboration with Clements Centre, Hospice, University of Victoria class presentation, Sahtlam Neighborhood Community and Duncan Market”

“Nature connecting walks and Project Drawdown”

“Several UN Rights of the Child events.”

“White Crow Village, church, school, family.”

“Motion Ways movement meditation class and an electoral campaign. I’ve been using a networking group at U. Vic. to connect with new people (students) about ILC.”

“I participated in a Family Support Group. I asked for, and got a training in LEAP communication, developed by Dr. Xavier Amador – a beautiful mentor. There was a First Nations edition pilot. I also helped a vulnerable friend to assert his rights - mainly by simple accompaniment.”

“Working with diverse youth art community.”

“BC Medical building in Victoria exhibits local artist in the hallways for 6 months. The public is invited to behold the work for ½ hour, chat, meet the artists and have snacks & drinks.”

“I showed up with friends to support youth climate action in Duncan – Multi-cultural, multi-generational – a community of like minds.”

“I worked with the Green Party, and attended the big Climate Action Strike in Victoria in support of youth.”

“I organized a Climate Change Conversation Café at One Cowichan’s Charged Up! Event in Sept. 2019. Linda Hill brought the Inclusive Leadership listening/sharing skills. Thanks Linda!”

I wrote a chapter that was published in a new textbook about Inclusive Education: Education Assistants as Inclusive Leaders in Classrooms, by Linda Hill.

Linda Hill and Lindsay Beal have been working with Moussa Magassa, Human Rights Education Advisor, University of Victoria to introduce Inclusive Leadership to Human Rights Volunteers. First, Moussa and some students participated in DYILP online. Then in Sept, Lindsay met with Human Rights Education Volunteers. Next Lindsay and a student presented about Human Rights and Leadership to a Human Rights class. This was followed up with a 2.5-hour workshop on Connecting With Differences to 10 students and several members of the larger community. “Inclusive Leadership is one of the best initiatives to come along in a very long time. I am encouraging the human rights education volunteers at the University of Victoria to participate as part of their volunteer training” (Moussa Magassa, Human Rights Education Advisor, University of Victoria, Victoria, BC).

The following letter received from Human Rights Worker, Rachel Singleton-Polster a few months ago demonstrates the long-term positive impact of Inclusive Leadership Education. *“Being a participant in Inclusive Leadership Adventures was very formative for me in my teenage years. The skills I learned of empathetic listening, of respectful communication and of accessibility and inclusiveness for all were key as I went forward to pursue my passion in social justice and human rights work. The Inclusive Leadership foundation, and network of friendships, has helped me professionally and personally, and I would recommend involvement in Inclusive Leadership experiential education weekends or Inclusive Leadership Online Learning to anyone looking to broaden their world view.”*