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## **Inclusive Leadership Co-operative Annual Report 2015 to 2016**

Collaboratively Written by Kix Citton, John Scull, Lillie Lentz, Art Phipps, Cathy Gilbert, Lynn Smith, Donna Sassaman, Lindsay Beal, Linda Hill, Janice Milnerwood, Stephen Levesque, Gillian Berry, Linda McDaniels, Georgia Collins, and Melissa Parker

**June 4, 2016**

Circles are the foundation of the ILC which may be the reason we are not sure if the ILC year of activities ends or begins with our Annual General Meetings. This report covers the time between our end of June, 2015 and beginning of June, 2016 Annual General Meetings. (Note that this time-frame is different than our financial fiscal year which goes from April 1 to March 31 of the following year)

Our Annual Inclusive Leadership Gathering held at the end of June, 2015 was attended by more than 75 people from diverse cultures, generations, abilities and places. We all gathered at Cowichan Lake Education Centre on two of the hottest days of the year. Swimming in the lake was a welcome relief as we explored, shared, and celebrated the many ways Inclusive Leaders are transforming communities by embracing social diversity and bio-diversity. Some of the highlights were: collaboratively making an Earth Charter Globe, participating in wonderful workshops, making music and more music, and enjoying two Inclusive Community Celebration evenings.

Christy Tweedy, a facilitator from California, came to the IL Gathering and remained in the Cowichan Region for a month, gathering more experiences as an Inclusive Leadership Facilitator. This was a cool example of happenstance, jumping in and seizing the day! (See Attachment 1: Christy Tweedy Report) Christy participated in our annual visioning session held during a wind-storm in Ladysmith Park later in the summer guided our year (See Attachment 2: Action Plan 2015 to 2016)

Throughout the year, we have experienced a committed and engaged membership. Together we have been building on our strong foundation of people and resources by supporting each other to implement our action plans. Although we all experience challenges finding openings in our schedules, once we find the time, then involvement in the ILC is easy and quick to access both by pitching in and in planned ways. Here are a few examples of helping each other with action plans:

- The ILC collaborated with School District 79 and CIS to help Ann Marie Louie and Linda McDaniels implement Ann Marie's action plan to bring Grade 7 students from 5 different schools together in the spring of 2016. Students experienced a day-long Inclusive Leadership Adventure aimed at helping the transition to Grade 8 at Chemainus Secondary School. A team of volunteers from the ILC and elsewhere were involved. Lynn Smith was impressed with how quickly capacities in Inclusive leadership skills were built.
- Donna Sassaman has done a fabulous job as registrar for our February and June ILC events. She is refining the registration process to be as simple and stream-lined as possible. Members who

have had this volunteer opportunity before know how time-consuming registration is. We are so grateful to Donna for taking this on. Donna says, "The experience has brought me more into the ILC community; I feel I know people by the time they arrive."

- The "What Do You Do?" Video project began when a member of the Inclusive Leadership Co-operative (Cathy Gilbert) contacted us on behalf of her son Moses who was targeted by racist slurs during team sports. One outcome of asking his family, his coaches and the ILC for help is that Moses became involved in learning more about becoming an Inclusive Leader. He joined the CIS On Common Ground Project and participated in the February IL Training. Then, he and four allies developed a video script based on his experience. Over twenty youth and adults showed up to help make the video which was premiered for over 500 students and teachers at the SD 79/CIS Youth Action Day. Many of these youth came to the ILC gathering. Kudos to teacher and ILC member Gillian Berry for recognizing the capacity of her students and encouraging creative volunteering. Kudos to Moses Gilbert, Liam Simmonds, and Chris Hood for having the courage to make the film. Thank you to Linda Hill and Keith Simmonds for their mentoring and to Chris Kruger for filming and editing a fabulous film!
- Members such as Lindsay Beal, Amy and Tafadzwa Matamba, John Scull, Art Phipps, Glauca Desrochers, Lynn Smith, Kix Citton, Linda Hill and other volunteers show up at events and contribute Inclusive Art, Dance, Music and Co-operative Games. By pitching in and facilitating in these creative ways as the needs arise we are building inclusive and welcoming communities within each ILC event.

### **Collaborating with other Organizations:**

Cowichan Intercultural Society: Four years after leaving the Cowichan Intercultural Society nest to become our own organization, we are very pleased that the ILC maintains such a strong, positive relationship with CIS. Thank you to Linda McDaniels for your on-going efforts this year to build strong relationships between the ILC and CIS, especially via the Multicultural Leadership Group and the On Common Ground Project. Most ILC members who live in the Cowichan Region continue to be very involved in Cowichan Intercultural Society because of the sense of safety, our shared values, and our shared interest in building welcoming and inclusive communities. CIS recognizes Inclusive Leadership as their framework for building welcoming and inclusive communities. A team of 15 volunteers and 2 staff members from the CIS On Common Ground Project, plus 1 staff member organizing the Intercultural Partnership Summit participated in our February weekend of experiential education in Facilitating and Mentoring Inclusive Leadership. Linda Hill provided follow up mentoring to both CIS projects on behalf of the ILC. The ILC participated as a success story partner in the Compassionate Leaders Youth Action Day. The What Do You Do? Video was premiered at this event. The ILC sent 3 representatives to the CIS Intercultural Partnership Summit and helped draft the CIS community commitment statement for organizing against racism and hate. The Multicultural Leadership Group continues to be a weekly Inclusive Leadership practice group. MLG members are encouraged and often sponsored to participate in ILC events.

OUR Ecovillage: We have enjoyed positive cross-pollination, reconnecting, and collaborative exchanges between OUR Ecovillage and the ILC. The main collaboration was when Kix and Linda M worked with Brandy and Mark to apply an adapted version of the Inclusive Leadership Adventure curriculum as the framework during the Fall 2015 Youth and Community Convergence. Several ILC members and ILC youth co-facilitated or participated in this event, including an Intergenerational team from Canim Lake, BC. Another collaboration was Stephen Levesque's involvement in the

permaculture camp at OUR Ecovillage. We are also pleased that OUR Homesteaders who participated in the ILC February 2015 IL Training weekend continue to integrate Inclusive Leadership awareness and skills into all that OUR Ecovillage does to tend and befriend people and the planet. We appreciate how the ILC and OUR Ecovillage keep their communities informed about each others events. We appreciate Brandy Gallagher's membership in the ILC.

Linda Hill attended two of the Vancouver Island Network for Organizing Against Racism and Hate networking meetings in Comox on behalf of the ILC and CIS. One outcome was the opportunity to invite April Struthers to come from the Sunshine Coast to the June 3-5 ILC Gathering to participate on Friday and to facilitate an Inter-Cultural Competency Workshop on Saturday. VIOARH contributed \$3500 to support members of OARH communities to participate in ILC events.

Stephen Levesque continues to appreciate the impact our 2015 Inclusive Leadership Adventure has had on his work with Gabriola Island Elementary School. Because community leaders, parents and teachers are familiar with Inclusive Leadership, he is finding it much easier to integrate Inclusive Leadership values and skills into his school-based permaculture projects.

Although promoting the Earth Charter seems to have fallen off the 2016 ILC Gathering agenda, Mallora Rayner attended the ILC pro-D day in February as part of facilitating a new Earth Charter initiative. John and Linda attended her Earth Charter networking meeting the following week. Individual members share discussions about the Earth Charter and we built an Earth Charter globe at our 2015 IL Gathering.

Cowichan Lake Education Centre is wonderful location for ILC events. This physical location and the food have a positive impact on the quality of the experience for everyone involved.

The ILC organized a weekend of Experiential Education in Facilitating and Mentoring Inclusive Leadership in February 2016. Participants could attend for Friday only as a PRO D day or for the full three days (Friday, Saturday and Sunday). Fifty people participated (including 40 who stayed for the full weekend). Many participants were new to the ILC. All co-facilitators volunteered including Raj Gill who came from Surrey to offer two compassionate communication workshops that are always well attended and well received. This was an excellent experience with diverse participants, interesting, growthful workshops, a good pace and many follow up opportunities (see Attachment 3: Inclusive Leadership Q and A). Janice Milnerwood appreciated the work that went into developing the mentorship program. The presence of the CIS On Common Ground team at this weekend made for a full and vibrant learning experience for all involved. Although it was somewhat confusing to mix a Pro-D-Day with a weekend workshop, it was reassuring to see the variety of professionals who came out for the Friday event. The Inclusive Leadership values and skills are so important for schools, non-profit organizations, co-operatives and government services and often are side-stepped by other priorities.

Members offered a number of other workshops this year on behalf of the ILC.

- In July 2015, John and Linda followed up on CCLT staff participation in the Feb ILC training by facilitating half-day workshops during the Cowichan Community Land Trust and Cowichan Estuary Nature Centre summer leadership camp. CCLT is very supportive of Inclusive Leadership and two summer staff are participating in the June, 2016 Inclusive Leadership Gathering.

- Kix: September, 2015: Inclusive Leadership for VIU Education students at OUR Ecovillage
- Kix: September, 2015 Team Building for Leadership Vancouver Island
- Linda H, Feb and March 2016: Connecting Kids Workshops for Arcadian Day Care and Clements Centre in Duncan
- Linda H, April 2016: Intercultural Fluency Workshop for CIS Staff
- Linda H and Joy Emmanuel: Workshops at the ACE/CASC Conference May 31 to June 3 in Calgary. These workshops were very well received (See Attachment 4: ACE/CASC Feedback summary). Linda came away with a sense that the ILC has a lot to offer and a lot to receive by becoming active in the International Co-operative Movement.

The ILC Website, Website Blog, Facebook Pages, and Twitter are all user friendly sites. Members enjoy the blog posts, especially the shorter ones with lots of the photos and stories. The flow of information is effective. Georgia is encouraging members to sign up and commit to submitting blog posts during the coming year.

Art Phipps is very excited to be living closer to the Cowichan region where most ILC activity is still located. Cathy is excited by seeing the ripples of ILC into interesting intersecting corners of the world, such as involvement from Nanaimo Aquatic Centre staff. Gillian Berry is pleased to have returned to the ILC after a few years away.

Now here we are at our 2016 Annual General Meeting being held during the third annual Inclusive Leadership Co-operative gathering. We are loving the focus on connection and sharing experiences from the year. We are grateful to the youth who showed up with the aim of ending racism. The intergenerational focus brings great energy.

Thanks to all the volunteer facilitators. Thanks to the Board. Thanks to parents who got youth and children to our events. Thanks to all the networking volunteers. Thanks to all the ILC volunteers – because of us we are a terrific organization.

Thank you to Georgia Collins for your work over this past year raising the profile of the Inclusive Leadership Co-operative through social media, networking prior to IL events, and your fund-raising efforts. Thank you for being a member as well as a paid employee.

Thank you to our funders from June 2015 to June 2016

- Cowichan Valley Regional District (\$10,000 Grant In Aid)
- Vancouver Island Network for Organizing Against Racism and Hate (\$3500 sponsorships)
- Coastal Community Credit Union – Duncan Branch – What Do You Do Video Project (\$500)
- Organizations that hosted workshops (\$3500)
- Organizations that sponsored employees, volunteers and students to participate in ILC events (\$13,000)
- Individuals and families that contributed their funds to Inclusive Leadership participant fees (\$10,000)
- Organizations and individuals that purchased ILC Books (\$2500). We are especially thankful to the Care Course School for using Connecting Kids as a text book in one of their diversity education courses