



## Annual Report for June 2016 to June 2017

co-written by ILC members and guests at the  
June 3, 2017 Annual General Meeting

**"Embracing the diversity in all living beings as gifts that enrich our world."**

The vision of the Inclusive Leadership Co-operative is communities transformed by embracing the diversity in all living beings as gifts that enrich our world. Our mission is to bring people from diverse backgrounds together to nurture and mentor Inclusive Leadership development in ourselves, our communities and our world. Here is our annual report for June 2017 to June 2017.

**"Cultivated by members who volunteer our time."**

The ILC is a non-profit, community service co-operative that is cultivated by members who volunteer our time. We are very thankful to our board members for 2016 to 2017: John Scull, Kix Citton, Art Phipps, Stephen Levesque, Cathy Gilbert and Lindsay Beal. We are thankful to Linda Hill for volunteering her time coordinating the Inclusive Leadership Co-operative. Note from Linda: *"It's a wonderful retirement project."*

During the past year we have grown to over 40 members plus hundreds of participants in Inclusive Leadership events and workshops. Members are from Vancouver Island and other parts of BC as well as Quebec, Ontario, USA and England. We welcome new ILC members: Rod Keays, Susan Norris, Bonnie Robertson, Nola Landucci, Rod Keays, Katie Sayers, Lillie Lentz, April Vance, Tara Jordan, Harriet Greenwood and CM Justice.

**"Over 75 people attended our Annual ILC Gathering & AGM held June 3, 4 and 5, 2017"**

Our year began in June 2016 with over 75 people attending our Annual Inclusive Leadership Co-operative Gathering and AGM held June 3, 4, 5. We are very thankful to Donna Sassaman for volunteering to be the registrar for this event. We had a wonderful time sharing leadership in creating a fun, relaxed atmosphere with a focus on welcoming families and lots of youth. Many of the youth were invited because they had participated in making the *"What Do You Do"* anti-racism Public Service Announcement. This video was very well received by everyone who watched it during the Saturday

evening celebration. We are thankful to Coastal Community Credit Union, Vancouver Island Organizing Against Racism and Hate Network for sponsoring these youth.

The weather was hot! We enjoyed swimming, socializing and music as well as workshops. Members appreciated how we involved children, youth and adults in cooperatively creating a safe, intentional educational community where everyone belongs. We enjoyed witnessing new participants move through shyness to joining in.

### "A couple of exclusion challenges"

We learned some valuable lessons by experiencing a couple of exclusion challenges. The first challenge was experienced by our only pre-teen "tweener" who was ignored by the older youth and felt left out. We are very thankful he returned to the 2017 Annual Gathering with his family this year so that we could be much more intentional in supporting him to be included by all ages. This year he had the kind of wonderful inclusive time we want everyone to experience. The second challenge was that the Fundraising Dinner on Saturday was inadvertently exclusive because one of the guests misunderstood the purpose of our gathering and gave a marketing speech that was quite opposite to our Inclusive Leadership focus. We followed up by meeting with him to explain our Inclusive Leadership values, skills and methodology based on shared leadership rather than individuals selling their expertise. We have invited him to return to participate in future Inclusive Leadership educational events. We learned from both of these challenges how important it is to be intentional, skilled, value-based, and crystal clear in how we invite and welcome Inclusive Leadership participants.

### "July 2017 Visioning created a momentum for the year "

Members found our annual visioning meeting in July to be an interesting, practical, non-threatening process that allowed for participating in a variety of ways. Eleven members attended in person, one member attended by video conferencing and ten members (plus one IL participant) sent in responses by email.

Members reported that taking part in visioning creates a momentum for the year based on what members are willing to do for the Inclusive Leadership Co-operative rather than what members think other ILC members should do. This annual involvement in visioning increases motivation to be involved through the year and to attend the Annual Gathering.

### "Board of the Year Trophy"

The eleven of us who were able to attend the meeting in person enjoyed good food. We enjoyed meeting other members, including our fabulous new volunteer book-keeper, Susan Norris. Thank you Susan! Kix Citton presented the board with an 'unofficial' Board of the Year Trophy that was there on a shelf in the room, just waiting to be presented to our wonderful board of the year!

## "Priorities for July 2016 to June 2017"

We set these priorities for July 2016 to June 2017:

- Cultivate partnerships by consulting with and sharing leadership with other organizations
- Offer Inclusive Leadership workshops and other shorter experiences
- Organize our three core Inclusive Leadership events
- Develop an Inclusive Leadership Practice Group
- Develop an On-Line Inclusive Leadership Course
- Help the ILC run smoothly

## "A variety of Inclusive Diversity Education workshops"

ILC members and past participants who are experienced facilitators either volunteered or were paid an honorarium for facilitating and co-facilitating a variety of Inclusive Diversity Education workshops. Thank you to Linda H, Kix, Raj, Linda M, Lindsay, Art, and Jennifer Yee Fairweather for co-facilitating workshops. These are the organizations we served:

- Cowichan Intercultural Society
- Nanaimo Aquatic Centre
- Headway Victoria
- Langley Community Services Society
- Leadership Vancouver Island
- Clements Centre
- Vancouver Island University.

Workshop Topics included:

- Inclusive Diversity Education (e.g. Diversity education for youth ambassadors who go in groups to elementary schools).
- Inclusive team building (e.g. an annual workshop for Leadership Vancouver Island participants)
- Inclusive community building (e.g. the workshop for VIU International Education supported a shift toward inclusive connections between staff members that has lasted for months)
- Compassionate communication (e.g. workshops and coaching for Langley Community Services Society as part of a larger consulting/train-the-trainer project)
- De-stressing the Learning Environment for teachers (This workshop co-sponsored with Headway had rave reviews for the educators who attended).
- Building Bridges to Inclusive and Welcoming environments and events (e.g. Kix provided consultation and training to life-guards at Nanaimo Aquatic Society who then applied her training to create more inclusive pool environments).

## "On-going organization-to-organization relationships"

Most of the organizations involved have developed on-going organization-to-organization relationships with the Inclusive Leadership Co-operative. The ideal combination is when ILC members facilitate workshops for an organization and that organization sends staff/volunteers to our Inclusive Leadership events.

Cowichan Intercultural Society continues to be a valued partner in bringing Inclusive Leadership into the Cowichan Region. We recognize founding member Linda McDaniels and Cultivating Inclusive Leadership participant Jennifer Yee Fairweather for their work bringing Inclusive Leadership back to Cowichan Intercultural Society. Some examples of Inclusive Leadership in action at CIS include: the Multicultural Leadership Group, the Culturally Welcoming Volunteers Initiative, Inclusive Diversity Education in schools, and the Standing Up For Inclusive Initiative (SUFII). SUFII volunteers are currently collecting data and developing a system for people to report incidents of discrimination and racism and to identify individual and organizational champions of inclusion.

Another partnership that we value is the Cowichan Region's Leaders of Tomorrow Awards. We are thankful to alumni from Leadership Vancouver Island who have organized this event for about five years now. Over half of the 56 youth who were nominated in 2017 had participated in Inclusive Leadership and/or the CIS Multicultural Leadership Group.

### "Thriving International Relationships"

The Inclusive Leadership Co-operative is proud of our thriving international relationships. The first is the international Earth Charter which is the global framework for the ILC. The ILC sponsored Joshua Amponsem from Ghana to participate in the Earth Charter Ethics and Leadership course for Young Leaders and mentored Josephine Schrott, a student at UBC who took the same course. We have provided a sponsorship for a participant in the third course that begins in June. Other Earth Charter advocates who have become involved in Inclusive Leadership include Nadine Cruikshank from Vancouver Island University and Gertie Joscksch from Earth Literacies. One of our ILC members sees Green Party Sonia Fursteneau's win in the BC elections as interconnected with Inclusive Leadership and the Earth Charter.

The second international relationship is with the International Co-operative Movement. Joy and Linda H attended and presented at the Association of Cooperative Education Conference in Calgary in June 2016 which has strengthened our involvement in the International Co-operative Movement. We think it is great that a group of students from a student co-operative at the University of Texas found out about the ILC through this international network. Four students travelled to our June 2017 Inclusive Leadership Annual Gathering.

### "Putting Inclusive Leadership into action"

Other examples of ILC members putting Inclusive Leadership into action within our communities include:

- Nola Landucci's volunteer work supporting the Cowichan Elders Co-operative
- ILC members (including Nola) supported Daisy Anderson's Daisy Project book launch. The Daisy Project is Daisy's true story of escaping from psychiatry by replacing drug therapy with loving community involvement.
- Lindsay has been bringing Inclusive Leadership as a framework into support groups at Headway in Victoria, BC.
- Kix and many other members put Inclusive Leadership skills into practice on a daily basis in the places within our diverse communities where we live, learn, work and lead.

## "Feb 2017 Cultivating Inclusive Leadership was a wonderful educational experience"

In addition to our Annual Gathering we organized one Cultivating Inclusive Leadership weekend this year: Feb 24 to 26, 2017. We are very thankful to Donna Sassaman for volunteering to be the registrar for this event. The ILC appreciates the networking efforts of members and several non-profit organizations who sent staff and volunteers. Cultivating Inclusive Leadership was a wonderful educational experience filled with 40 weekend participants plus 20 Pro-D Day participants. Participants included youth, young adults and adults from diverse backgrounds.

Participants appreciated the option to register for one professional day on Friday or the full three-day weekend. We will keep building on this choice oriented format that has expanded the reach of the ILC through a number of spin-offs (see Partnerships and Workshops above).

Linda H, Linda M and Kix co-facilitated with fabulous help from interns who participated on the planning committee and became co-facilitators. Thank you Joy Emmanuel, Lindsay Beal, and Donna Sassaman. The group 'powered through' a power outage and absent co-facilitators. Unfortunately John Scull was absent because of an accident and Art Phipps was absent because of illness. We are very glad to have them both back with us at the 2017 Annual Gathering.

Canim Lake sent a team of youth and adults to Cultivating Inclusive Leadership in February. We hope this will lead to a team of ILC volunteers travelling to Canim Lake to facilitate an Inclusive Leadership Adventure in 2018. Several members are sad that the ILC didn't organize any introductory Inclusive Leadership Adventures this year.

## "Excitement about upcoming online courses"

We recognize Janice Milnerwood, Lillie Lentz, Harriet Greenwood, Sarah Mathison and Linda Hill for their dedication to developing Inclusive Leadership Online Practice Groups. The ILC invested in Zoom technology to support our plan to offer online Inclusive Leadership Practice Groups. The ILC has held three 10-week Inclusive Leadership Practice Group sessions this year attended by about eight to ten participants each time. So far we have had over twenty participants. The feedback from online IL Practice Group participants is that we are creating a responsible and caring culture for online shared leadership that is focused, has clear Inclusive Leadership goals, is based on compassionate communication and is structured according to the Building Bridges steps.

ILC members have also used Zoom to meet on line for many other meetings including board meetings, event-planning meetings, and the on-line course committee.

The ILC has also invested in Linda H and several other ILC members taking Jeanine Blackwell's online course in how to create online courses. Those of us who have participated in Jeanine's course have found it to be a sound course that proceeds from curriculum design to online experiential education. We find that the Building Bridges steps fit into this format very well. The course covers the technological aspects of offering on-line learning and involves learners in creating a practical plan for launching and marketing courses. After trying out another platform, we have chosen Thinkific plus Zoom plus private Facebook Groups as our online platforms.

This is great to see the growth that has happened already and the excitement about these upcoming online courses that are in the works. The online course committee have been meeting regularly. Thank you to Janice Milnerwood for managing this project. Thank you to Linda Hill for heading up course development. Thank you to Katie Sayers for developing an email marketing plan. Thank you Harriet and Sarah for your editing and mentoring. Rod Keays recently joined the Inclusive Leadership Online Committee with the intention of creating an Inclusive Masculinity course.

Another aspect of Inclusive Leadership Online is our ILC website, Facebook page and weekly blog posts that appear in both places. Linda H doing a great job on the website and the weekly blog. We appreciate all the members and participants who have contributed blog posts this year. We encourage more members and participants to contribute.

### **"Grant in aid from Cowichan Valley Regional District"**

We are thankful for a grant in aid from Cowichan Valley Regional District that has made it possible to hire Katie Sayers to help us with Community Relations and marketing of Inclusive Leadership workshops, events and on-line courses.

Katie was our registrar for the 2017 IL Annual Gathering. Thank you also for Susan Norris's support throughout the weekend. Katie is also working on documenting the registration process to ease succession planning and team work.

Katie has also been developing an ILC marketing plan based on shared leadership, advocacy and accompaniment. One very practical step so far has been learning to use mail chimp for mail outs and learning to integrate pricing, registration and mail chimp onto the Thinkific Platform. Another practical step has been developing an invitation that invites IL participants to get more involved.

### **"Appreciating each other and all that we have accomplished"**

Now here we are at our June 2017 AGM, appreciating each other and all that we have accomplished individually and collectively to build more inclusive, welcoming and sustainable communities based on embracing diversity.