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Inclusive Leadership Co-operative
Action Plan for 2016 to 2017
prepared by Linda Hill

“Inclusive Leadership is valuable for the world, our community and the individual people involved.” (Georgia Collins)

The following action plan was collaboratively developed July 8, 2016 by the following members of the Inclusive Leadership Co-operative and other Inclusive Leaders: Kix Citton, Art Phipps, John Scull, Bonnie Robertson, Joy Emmanuel, Susan Norris, Nola Landucci, Georgia Collins, Rod Keays, Linda Hill, and Linda McDaniels. The following Inclusive Leaders participated by submitting their answers to the visioning questions: Lillie Lentz, Donna Sassaman, Lindsay Beal, Melissa Parker, Betty Doherty, Katie Sayer, Janice Milnerwood and Lynn Smith. Thank you also to Stephen Levesque, Raj Gill, and Brandy Gallagher for your encouraging words of support and celebration.

A. Overview of our priorities for the coming year:

- Priority 1: Organize our three core Inclusive Leadership events (Page 1)
- Priority 2: Cultivate Partnerships (Page 2)
- Priority 3: Offer Inclusive Leadership workshops and other shorter experiences (Page 4)
- Priority 4: Develop On-Line Inclusive Leadership Practice Groups and an On-Line Inclusive Leadership Course (Page 5)
- Priority 5: Help the ILC run smoothly (Page 6)

B. Details about these Priorities.

Priority 1: Organize our three core Inclusive Leadership events

1. At least one In-Depth Inclusive Leadership Skill-Building weekend (probably in February)
2. At least one youth-oriented inter-generational Inclusive Leadership Adventure (probably in partnership with another organization or group)
3. Our annual Inclusive Leadership Gathering (in the summer)

The organizing committee is: Linda H (co-ordinator), Donna (registrar), Kix, Art (2 of these 3 events), Joy (February event), and Linda M. People who will help with networking, who will participate in one or more of these events and will help with co-facilitating and/or fund-raising are: Lynn, Rod, Katie, Georgia, John, Lindsay, Melissa, Nola, Susan, Bonnie. In addition, Linda M and Rod have offered to

review our certificates and develop assessment/evaluation options for the In-Depth Inclusive Leadership weekend. Example comments about this priority:

- *We appreciate the leadership work that has gone into developing the IL model: IL skills development, appreciative inquiry, patience, acceptance, modelling of IL skills. There is an open-hearted community experience in all the gatherings with a sense of respect, support, diversity, and nurturing of meaningful relations and connections. Watching the co-facilitating teams work at the gatherings is watching people having fun and bringing everybody along in a way that is constructive and helpful and role models all of Inclusive Leadership. Feels good to be involved. Works professionally and personally. Valuable for the world, our community and the individual people involved.*
- *The in-depth IL skill building weekend is like an oasis. Very powerful to be in that space*
- *The energy and feeling from the annual Inclusive Leadership Gathering has imprinted on my heart...The activities that were chosen, the way in which groups were formed, how we were encouraged to communicate with each other really created a space for meaningful relationships and connections to be shared.*
- *YES! I am happy to work with people on our 3 core Inclusive Leadership events per year.*
- *I appreciate time spent in the ILC learning/practising environment; the growing/deepening relationships that are a part of every time that we of the ILC are together.*
- *The intensive weekend, Inclusive Leadership Adventures and our Annual ILC Gathering are all very effective in building our intercultural and inter-generational IL community.*
- *What about at least one of our core IL events in another part of BC? Canim Lake?*
- *The diversity of individuals that gather at the Lake Cowichan Education Centre is in itself a testament to the warm and inclusive nature of the organizers and the relationships that have been built. I think that if gatherings such as this were the main focus of the Inclusive Leadership Cooperative it would, in itself, prove to be a critical element in growing and developing a healthy community/world.*
- *The involvement of the youth and the younger children is so great.*
- *I want to take the Inclusive Leadership training and perhaps get to the point where I feel that I could help facilitate some sessions.*
- *I commit to going to everything I can without it conflicting with my new job and other commitments. I love helping out!*
- *I liked developing an evaluation component that will be a wonderful tool to develop and adapt going forward. I want to continue to develop assessment process so that the learners who come to IL events have a good memory of the experience, and an assessment of what they have done – a formative assessment process. (Linda M and Rod)*

Priority 2: Cultivate Partnerships.

We will build on current partnerships and encourage ILC members to cultivate new partnerships within our various spheres of influence. People who plan to contribute to this priority are Kix, Art, Bonnie, Nola, Linda M, Katie, and Lynn. Comments about partnerships people are cultivating or are interested in cultivating:

- *Cowichan Intercultural Society (especially the Multicultural Leadership Group, the Children's Safe Harbour Program). That sense of belonging and support that youth experience from their peers and mentors within a diverse group of people – diverse ages and backgrounds - creates a special group. This past year, the opportunity for CIS to partner with the ILC on the On Common Ground Project (ILC providing in-depth IL training to 15 volunteers) has an incredible impact on volunteer team members and the community members who benefited from the follow up workshops.*
- *Vancouver Island University*
- *Leadership Vancouver Island.*
- *First Nations Communities*
- *Religious Communities that value diversity (e.g. The Junior Youth Spiritual Empowerment Program). I would like to see how the ILC leadership training can be partnered with the Junior Youth Spiritual Empowerment Program that the Baha'i community offers to assist the 11 to 15 age group to move through these turbulent years feeling empowered to make a difference in the world around them. The basic idea underlying the program is what is called a "two fold moral purpose" meaning that we have a responsibility to become the best person we can, and at the same time we have a responsibility to be engaged in helping change the world around us to be more inclusive, respectful, loving and peaceful. The Inclusive Leadership Cooperative seems to fit wonderfully with this aim.(Lynn)*
- *International Co-operative Movement. The support from the ILC to go to the Cooperative Education Conference in Calgary was so appreciated. We are excited about the Cooperative Community. The ILC decided to become a Co-operative because we want to become involved in the Co-operative Movement. How can we contribute to the Co-operative Movement? How does being part of the cooperative movement sustain the work we do? Two relationships to build are with the Association of Co-operative Educators (ACE) and the Canadian Worker Co-op Federation. The CWCF are having their annual conference in Vancouver in November – this is a possible connection. As a board member Kix is interested in leveraging our status as a Co-operative Association in whatever ways possible such as by going to Co-operative conferences and workshops.*
- *We hope to integrate inclusive leadership education into some of the mental health organizations we are involved with (e.g. Artists with mental health issues, youth with epilepsy, BC Schizophrenia Society, NAMI. Develop ways for people who experience mental illness to participate in Inclusive Leadership and other communication models that work. (Nola, Lindsay, with background support from Linda H and Linda M)*

General comments about cultivating partnerships:

- *This past year, I especially appreciated the ways we are reaching out and building partnerships in our communities.*
- *One of the big attractions of Inclusive Leadership is involving youth: Seeing the future and the potential of that future in our midst.*
- *By supporting other organizations in inclusive and welcoming ways we created mutual reciprocal relationships that benefited everyone. Examples from the past year include CIS, SD 79 (the Chemainus Secondary School transition day for Grade 7s), and the Fall 2015 OUR Ecovillage youth and community convergence.*

- *I would like to explore ways that we can further collaborate and integrate our efforts to support each other's unique endeavours towards a common and shared vision*
- *Through the ILC we can be increasing the meaningful conversations within the community around diversity, inclusion, communication tools, community building at the grassroots, how the individual well-being, enhances the collective well-being and vice-versa.*
- *I will commit to helping the ILC clarify what we mean when we work with other organizations. I would like to get clear on how we partner with other organizations on issues in our communities to move the needle in ways that are collaborative in addressing some of the key issues in our communities.*
- *Everything I do is Inclusive Leadership, and it is challenging figuring out where I stand within CIS (where I work) and the ILC (where I am a founding member). It is still a bit of a muddy-field for me.*

Priority 3: Offer Inclusive Leadership workshops and other shorter experiences

Workshops that are being planned for the coming year

- Staff development and other Professional Development Days. Kix will co-ordinate the administration around the ILC offering pro d and staff workshops.
 - *Sept 21 Pro D Day for the Nanaimo Aquatic Centre*
 - *Oct 5 Linda will support Jennifer from the Cowichan Intercultural Society to develop and facilitate a 'Lunch and Learn' workshop on being a good Intercultural neighbour for the Chamber of Commerce*
 - *November 18 Linda and Lindsay are developing a Pro-D workshop for teachers in SD 61 on meeting learning differences with mindfulness. The aim is for this workshop to help teachers be more accepting of accommodating students who have epilepsy and other challenges that affect learning.*
 - *September and December Leadership Vancouver Island*
 - *Staff development for VIU International Student Program*
- *It Takes a Village Community Dialogue: (Linda M, Bonnie). "It will be 10% here is the problem and 90% focused on solutions and capacity building. People sharing "What do you do, why do you show up and what are you able to contribute to develop a community in which children are held and supported and know who to approach?" Linda will work with the ILC board about the possibility of the ILC being the host agency for this dialogue. Linda M will write a grant application for \$2000 from OUR Cowichan.*
- Student Pro-D Days
- Grade 7's transitioning to high school (Linda M will co-ordinate this through CIS and ask for volunteers from the ILC)
- The CIS Multicultural Leadership Group will be having an outreach component this coming year in which I will focus on training teams of 4 youth and 2-3 adults to help me facilitate Children's Safe Harbour Workshops in SD 79 (Linda M)

Other Types of Workshops that Inclusive Leaders are willing to offer as Challenge by Choice opportunities during IL core events or an Inclusive Leadership pro-D Day

- *Spin off workshops from The Virtues Project 1: A Pace of Grace and 2: Graceful Endings) or go deeper into the 5 strategies of the Virtues project (Betty).*
- *I will do Nature Connecting and Journey into the Heart of Nature workshops as needed (John).*
- *I want to keep exploring connections between Co-operatives, Peace, and Inclusive leadership. I would like to possibly develop one or more workshops to help groups be more inclusive. (Joy)*
- *The workshop I developed with Joy on “How to help your co-operative be more co-operative” was very successful. I would like to offer this workshop to the Co-operative Movement. (Linda H)*
- *Form a committee to develop a What Do You Do/What Do WE Do? Anti-Discrimination First Aid Workshop for coaches and players in sports and recreation based on the What Do You Do Video. (Linda H, Bonnie, Georgia).*
- *Develop other, shorter ways of delivering the IL experience: Evenings, Saturdays, On-line. These are good access points that open up to the larger events. For example, I would like to see IL workshops and challenge by choice activities (hikes, knitting) offered at weekend events also offered throughout the year evenings and weekends for anyone from the community to participate at a smaller cost. (Melissa, Georgia, John)*
- *I will continue offering 'Father' workshops to help people deal with our Father issues and maybe I could eventually develop a Mother workshop at some point (Rod).*

Priority 4: Develop On-Line Inclusive Leadership Practice Groups and an On-Line Inclusive Leadership Course

- We will form a committee (Janice M, Linda H, Kix, Bonnie, Lillie and hopefully other IL members who live outside the Cowichan Region) to develop an on-line Inclusive Leadership course and Inclusive Leadership practice groups. The practice groups could use a video conferencing system such as Zoom and could be modelled on other practice groups with rotating facilitating, a regular meeting time, new and experienced participants, local participants gathering together at one computer. The agenda would follow the Building Bridges steps. The New York based Compassionate Communication course is a model for an on-line course. Note that the ILC currently receives over \$2000 per year revenue from the Everyone Welcome Distance Ed diversity education course developed by the Care Course School. This course is currently being turned into an on-line course which will reach more people (and bring in more revenue to the ILC). <http://www.carecourses.com/Ecommerce/CourseDetail.aspx?ItemID=94>
- *I want to build on the inclusive experiences that happen during IL events by allowing continued regular communication on line or in conference calls for anyone who wants a heart to heart circle or who wants to practice a skill or both. These on-line processes could also support people who have moved away or cannot attend Inclusive Leadership Gatherings in person - to be involved.*
- *I want an Inclusive Leadership practice group – if you don't use it you lose it. People can rotate leadership, bring in different exercises, practice our skills and strengthen our co-operative*

community.

- *Find ways to support the expanding learning and practice of Compassionate Communication through the model of Marshall B Rosenberg, PhD*
- *I want to be fluent in giraffe.*

Priority 5: Help Run the ILC smoothly.

- Board members are committed to being involved board members (John, Kix, Art, Lindsay, Stephen, Cathy)
- Once Art and Susan set up the 'spreadsheet' committee to keep the ILC financial books up to date, Linda H will step into a background role in managing ILC finances
- We will set up a marketing/website committee with the goal of upgrading the website and marketing resources and workshops over this coming year. If we can increase revenue then the ILC may be able to afford to hire a marketer and a co-ordinator (Linda, Donna, Georgia).
- We appreciate all the people involved in the ILC. Here are some comments about the ILC:
 - *IL gives us a way of appreciating ourselves as leaders.*
 - *Wonderful to have new people joining the ILC, bringing your spheres of influence, your gifts and contributions to the future.*
 - *I appreciate above all the respect that is shown to all those engaged in ILC – whether through emails or in person, one is left feeling appreciated and that their participation and input is important.*
 - *I appreciate the way the ILC works because I feel welcomed and included. We walk our talk. I get that. Nice to meet a group of people I can contribute with and be a part of.*