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Inclusive Leadership Co-operative Action Plan for 2015 to 2016

The following action plan was collaboratively developed from the July 24 visioning and planning meeting minutes and from these ILC documents:

- ILC statement of our vision, mission, principles and methodology
- CVRD Proposal
- The ILC action plan for 2014 to 2015
- The ILC annual report for 2014 to 2015
- ILC Business Plan
- The information on the ILC website

1. Overview of our priorities for the coming year:

- Build on our strong foundation of people and resources
- Organize Inclusive Leadership events
- Develop the Inclusive Leadership Co-operative
- Involve more Youth and Adults in the Inclusive Leadership Co-operative
- Cultivate partnerships and build new partnerships

2. Build on our strong foundation of people and resources

This will be a year of building on the current momentum and energy from a lot of different people with organizational skills who are moving us forward. Our statement of our Mission, Vision, Values, Principals and Methodologies is proving to be a strong guide for our way forward. The following people are involved:

- **ILC Board Members:** Kix Citton, John Scull, Marlee Dunlop, Franya Jedwab, Stephen Levesque
- **Part time Co-ordinator:** Linda Hill volunteered to co-ordinate the ILC last year and is willing to do this for another year with the long term goal of the ILC being able to hire a paid co-ordinator.
- **Inclusive Leadership Co-operative Developer:** Welcome Georgia Collins to this part time 6 month position! Georgia says she is feeling encouraged by the people, organization, love, commitment, and dedication. These are all recipes for a very good organization that is flourishing and has lots of potential.
- **Inclusive Leadership Facilitators, Mentors and other volunteers:** To quote Kix, “We are not very big” Linda Hill, Kix Citton, Raj Gill, Linda McDaniels are the four facilitators who have been most involved in developing Inclusive Leadership experiential education. In addition, we have 20 more members, we have potential to stay in contact with many of the 350 participants from this past year and about fifty more participants from previous years. We have an email list with contact information for about 500 past participants and other IL supporters. In summary, we have about 50 active volunteers who are on the board, or help with facilitating IL events, or offer workshops at IL events, or help with mentoring, writing, and other forms of volunteering.

- **Partners:** We have some strong partnerships.
 - Our primary partners are Cowichan Intercultural Society (Linda McDaniels, Lynn Weaver, Ray Anthony); and OUR Ecovillage (Brandy Gallagher, Elke Cole, Homesteaders).
 - We also do some partnering with Hiiye'yu Lelum Inclusion Project (Trevor Husband, Rob George), Cowichan Community Land Trust and the Cowichan Estuary Nature Centre (Kai Reitzel, Meg Loop, John Scull), SD 79 (especially CVOLC, Chemainus Secondary School, and the school Marlee Dunlop teaches in), Gabriola Island Elementary School, Powell River Diversity Initiative, Campbell River Multicultural and Immigrant Aid Services Association, and the Vancouver Island Network for Organizing Against Racism and Hate.
- **Funding:** We are doing well financially (see CVRD Proposal and budget as well as our revised budget for 2015 to 2016) which is great for a small non-profit organization. This year so far, about 20% of our income is individual participant fees. 10% is fees for service. And 70% of our funding is from grants and sponsorships. Our primary funders for 2015 to 2016 are Cowichan Valley Regional District and the Vancouver Island Network for Organizing Against Racism and Hate. There is potential for small amounts of funding from Mid-Island Co-op (funded us in 2014/2015) and from Peninsula Co-op (invited us to re-apply in one year).

3. **Organize Inclusive Leadership Events in 2015 to 2016** (Overall co-ordinator is Linda Hill)

- **Inclusive Leadership Adventures**
 - OUR Ecovillage Youth and Community Convergence in the Fall 2015 (October 3 and 4) and Spring 2016 (Lead organizers from the ILC are Kix Citton and Brandy Gallagher. Other volunteers: Michael Geselbracht)
 - Gabriola Island Elementary School ILA in the Fall of 2015 (Lead organizer from the ILC is Stephen Levesque).
 - John Scull suggested the ILC could organize Inclusive Leadership day camps during Pro-D days, spring break and summer. Potential partners are CIS, Cowichan Community Land Trust, CVRD Youth Programs (Denise Williams and Marcel Aubin), Cowichan Intercultural Society, and School Districts up and down island. This idea needs a champion for it to happen.
 - Powell River Diversity Initiative is considering organizing an Inclusive Leadership Adventure in Powell River. If so they will be seeking help from the ILC.
- **Experiential Education in Facilitating and Mentoring Inclusive Leadership**
 - November 2015 and April 2016: Lead organizer Linda Hill with registration by Donna Sassaman; volunteer co-facilitation from Raj Gill, Janice Milnerwood, Kix Citton, Linda McDaniels and help from other IL volunteers such as Stephen Levesque and Donna Sassaman. Georgia Collins and Shahad Alsadoon also plan to participate.
- **3rd Annual Inclusive Leadership Gathering in Summer 2016** (Lead organizers Linda Hill and perhaps Donna Sassaman?)
- **Inclusive Leadership Workshops**
 - September, 2015: Inclusive Leadership for VIU Education students at OUR Ecovillage (Lead facilitators are: Kix Citton, Michael Geselbracht, Brandy Gallagher with support from Marlee Dunlop and Stephen Levesque).
 - Ann-Marie Louie and Mike (Vice Principal at Chemainus Secondary School) are organizing Inclusive Leadership workshops for Grade 7 students. (Linda McDaniels has volunteered to support Ann-Marie Louie in this).

- Apply for grants to continue our research in 2015 on possibilities for adapting our existing Anti-Discrimination First Aid workshops for sports, recreation and physical education. (Past proposals are on file).
- **Policy regarding covering the costs of Inclusive Leadership events.** Participants and sponsors pay a tuition fee that covers tuition, food, accommodation, materials and supplies. Facilitators often pay for their food and accommodation as well. Facilitators either:
 - volunteer their time (e.g. OUR Ecovillage, Gabriola Island, Cowichan Estuary Nature Centre)
 - or they receive an honorarium (e.g. CIS Compassionate Leaders Project) or they negotiate a fee for service. (When payment is provided, the ILC encourages facilitators to contribute 10 to 20 percent to the ILC plus covering the costs of photocopying, materials and supplies before paying facilitators and co-facilitators.

4. Develop the Inclusive Leadership Co-operative

- Linda H will get a communication list of members to Georgia and the other members. Our ILC Co-operative Developer will do the following during her six months with the ILC:
 - Create a time line from this action plan, the business plan and individual meetings. By mapping it out, people can see the jobs and start to focus on the tangible tasks and outcomes they want to take on.
 - Play a lead role in networking: The goals of networking are to get people aware of the need for Inclusive Leadership and to become excited enough about what the Inclusive Leadership Co-operative has to offer that they will become engaged in our IL events. Through our personal stories, elevator speeches, media, branding, we want organizations to know that IL is worthwhile and to become motivated to go and get it. Georgia will connect with members individually to suss out how to build on what has been done. With Georgia's help we will all become more involved in:
 - Promoting the need for Inclusive Leadership
 - Promoting the above Inclusive Leadership Co-operative events.
 - Connecting, inviting, sharing Inclusive Leadership with friends, colleagues, co-workers, and people we know in organizations and schools.
 - Play a lead role in fund-raising. She will be doing some grant writing and promotion of events. Workshops and Experiential Education in Facilitating and Mentoring IL are two events that are potential sources of more revenue for the ILC. One goal is to have enough funds to hire a paid co-ordinator.
 - Work with John, Linda and Christy to improve our website, facebook and other social media outreach so that it is easier for people to explore IL through the website and other social media. We want to website to:
 - Articulate what IL is through our personal experiences.
 - Member profiles: Individuals sharing their experience with a bio and a quote that can go on the website and be used in promotion and media.
 - Become more accessible.
 - Have online learning opportunities and Inclusive Leadership education resources available on line.
 - Opportunities for past participants and potential participants to stay connected to ILC via distance.

5. Involve more Youth and Adults in the Inclusive Leadership Co-operative

- We want to continue growing a community of Inclusive Leadership facilitators who are finding opportunities to apply Inclusive Leadership to their careers, and who are returning to facilitate and co-facilitate workshops and trainings for the Inclusive Leadership Co-operative. Potential interns for this year are 2014-2015 Inclusive Leadership facilitators and participants.
- The ILC is an organization that excels at building bridges across generations by engaging youth and adults together in leadership development, team building, group building. We need to continually support youth to become involved because kids grow up and move on very quickly.
- Most of our current facilitating and mentoring work is a volunteer labour of love. We can evolve our partnerships and workshops in ways that provide opportunities for some Inclusive Leaders to earn part of their living.
- A combination of on-line education and participation in “Facilitating and Mentoring Inclusive Leadership” will be important in educating and supporting people to become facilitators and mentors of Inclusive Leadership for others.
- We can support Inclusive Leaders who develop workshops to promote those workshops to other organizations and schools (e.g. The ILC could support the facilitators of Reality Check (Linda McDaniels, Michelle Staples and Graham Kelly) to offer RC in other School Districts.
- We can look for and create more opportunities for Inclusive Leadership grads to see themselves as leaders in their communities and get involved in being the changes they want to see in the world. We know this is important from stories shared by current resident facilitator Christy Tweedy, intern Janice Milnerwood, participant Lindsay Beal and other IL members.
- We can invite more people to feel ownership, involvement and contribution to the ILC. The more people get involved in sharing leadership with developing the ILC, the more work we can get done. In this way we are sustainable with our resources.
- Identify tangible tasks for volunteers to do. Members and other volunteers want to take on a volunteer task that they know they can do that isn't too far out of their comfort zone. We have done this for Donna and Christy. Georgia will meet with other members and volunteers to identify more tasks.
- We will acknowledge and appreciate the volunteers who have come forward so far. Donna Sassaman has volunteered to be the registrar for the next “Facilitating and Mentoring Inclusive Leadership” event. This is wonderful. We appreciate our board members, volunteer facilitators, members and participants who keep showing up at meetings and events.

6. Cultivate partnerships and build new partnerships

- We appreciate how schools and other organizations are recognizing IL as valuable and are seeking partnerships with the co-operative. There is room for expansion and reestablishment of connections with our partner organizations listed above and with new partners.
- We need to continue to connect Inclusive Leadership to the BC Curriculum and educate school principals about those connections – especially in the areas of social responsibility, physical education, leadership, social studies, and Social Justice.

- We would like to get Inclusive Leadership into more schools up and down the island through more outreach to International students, more workshops and Inclusive Leadership promotional events, connecting Inclusive Leadership (and ecology and permaculture) together within the Nanaimo School District. For example, Marlee shared about how she has supported Grade 7s in her school to participate in an elective Leadership class. Then those Grade 7s become the extra curricular leaders in their school. This also helped their academics to sky rocket because the students were more effectively getting along and there is more ability to relax and pay attention in class. Christy offered to meet with Marlee and write a blog on it.
- There are opportunities for representatives from the ILC to show up and infuse groups and events with Inclusive Leadership energy.
- We want to cultivate our partnership with CIS. For example, several members of the ILC supported the CIS Multicultural Leadership Group and the CIS Compassionate Leaders camp. Linda McDaniels has written a letter on behalf of CIS inviting us to be involved in promoting Inclusive Leadership as our community's protocol for organizing against racism and hate. This is an opportunity for the Inclusive Leadership Co-operative and CIS to partner.