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Dear Inclusive Leaders,

We have prepared this letter to respond to questions and requests that came out of the 2015 and 2016 weekends of experiential education in “Facilitating and Mentoring Inclusive Leadership.” Here are the questions:

1. What do I need to do to be able to officially call myself an Inclusive Leadership Facilitator/Mentor? Is there a certification or accreditation process?
2. What are some other learning opportunities and other ways of progressing toward sharing leadership with Linda, Linda, Kix and Raj in co-facilitating Inclusive Leadership Co-operative events?
3. What are some ways to have on-going opportunities to connect with members of the Inclusive Leadership Co-operative and others involved in the Inclusive Leadership Community?
4. If my organization, school or community wants to organize an Inclusive Leadership event, what kind of support will the Inclusive Leadership Co-operative provide to us?

Thank you all for your participation in Inclusive Leadership and for your interest in continuing to develop your Inclusive Leadership skills. We value all you have contributed to our Inclusive Leadership community to date and hope to see you again and again. Here are our responses to these important questions. (Please see [www.inclusiveleadershipco-op.org](http://www.inclusiveleadershipco-op.org) for general information about the Inclusive Leadership Co-operative vision, mission, principles, and practices).

1. The Inclusive Leadership Co-operative provides non-accredited, informal, grass roots experiential participatory education for social change.

- IL is a research-based grass roots movement that invites individuals, communities and organizations to join us in developing Inclusive Leadership awareness, skills and confidence through attending Inclusive Leadership events. We welcome everyone who shows up at ILevents and attempt to meet each person wherever they are in their learning process and leadership development. Our intention is for our learning communities to always be as diverse as possible in experience, education, age, culture, ability and many other identities. We provide certificates of participation and have chosen not to develop an assessment, accreditation or certification process.
- We invite everyone who shows up to join us in participatory action research, mutual mentoring, and experiential education in Inclusive Leadership. We are offering some ways, not “the only way.” The outcome is that we all learn with and from each other while becoming leaders, educators and community-builders who are engaged in transforming relationships and communities by embracing the diversity in all living beings as gifts that enrich the world.
- IL is sustained through the volunteer efforts of each person who has participated and returned again

and again to contribute. Whether we have been involved for over 5, 10, or 15 years or became involved more recently, we believe that those of us who have dedicated ourselves to sharing leadership in volunteering to organize, co-facilitate and mentor during Inclusive Leadership events have a great deal to offer about skillfully connecting with differences, communicating with compassion, responding effectively to incidents of discrimination and building bridges with groups and between groups.

2. On behalf of the Inclusive Leadership Co-operative, we invite you to continue to join us in our three main Inclusive Leadership events:

- Our annual Inclusive Leadership Gathering. Each year we invite new and experienced Inclusive Leaders to explore, share and celebrate what each of us is doing to tend and befriend people and our planet. We invite returning Inclusive Leaders to facilitate workshops and we participate in each other's workshops. We still have some space in our June 3, 4, and 5, 2016 gathering at Cowichan Lake Education Centre, Vancouver Island, BC. You are welcome to come for 1, 2, or all 3 days or for our June 4 fund-raising dinner.
- In Depth Experiential Inclusive Leadership Education: This in-depth residential weekend has had a few different names over the years and has varied in length from 3 to 6 days. Whatever we call it, this is the main structured opportunity we provide for people to immerse themselves in Inclusive Leadership and prepare to integrate Inclusive Leadership into their daily lives and their community-building projects, programs and other initiatives. Once or twice a year we organize an in-depth opportunity for people to develop their Inclusive Leadership awareness, skills and action plans for sharing Inclusive Leadership with others.
- Inclusive Leadership Adventures: ILAs are our youth-focused inter-generational introduction to exploring, sharing and celebrating social diversity and biodiversity. ILAs are fabulous ways to explore diverse identities while honing everyone's Inclusive Leadership co-facilitating and mentoring skills. Typically, the ILC helps one or two organizations or schools each year organize a 1, 2, or 3 day Inclusive Leadership Adventure. For example, in 2015 and 2016 we partnered with OUR Ecovillage, Gabriola Island School, Cowichan Intercultural Society, Island Oak High School, and Chemainus Secondary School. Over 250 youth and adults were introduced to Inclusive Leadership through five Inclusive Leadership Adventures.

3. How to become more involved in the Inclusive Leadership Co-operative: We invite you to:

- show up to participate and volunteer in Inclusive Leadership events.
- participate several times, then – as you are ready – you can offer to take on more and more co-facilitating responsibilities behind the scenes and in front of the group.
- reflect on what the co-facilitators are doing really well that you would like to learn more about and then set your intention to learn these aspects of Inclusive Leadership. You are welcome to ask to be matched with a mutual mentor.
- set your goals for what you want to accomplish and for your self care. We strive to experience balance and joy throughout each ILC event, while also honouring that experiential diversity education is not always comfortable.
- trust that it is okay to show up authentically, knowing that we are all doing the best we can to share leadership in ways that may or may not be smooth, may or may not be neat and tidy and may or may not be as relaxed and skillfully inclusive as we would like to be. ‘Mistakes’ are part of the learning process and conflict is yet another enriching difference to explore. By compassionately bringing our differences together, we can work through the “crunchy and uncomfortable bits” as well as the joy-filled bits.

- join the Inclusive Leadership Co-operative and consider volunteering on the board, with the website, or other background leadership roles.
- help with networking by inviting new people to participate and by bringing groups of people to ILC events.
- volunteer to help with Inclusive Leadership events through fund raising, registration, planning, preparing, and follow up activities
- help us grow our on-line community by reading our website blog, contributing posts to the blog, and by following, liking, sharing, and contributing to our Facebook Page. These are valuable on-going opportunities for sharing and learning about the many ways Inclusive Leaders are transforming communities by embracing diversity.

Website: [www.inclusiveleadershipco-op.org](http://www.inclusiveleadershipco-op.org)

Facebook: [/www.facebook.com/InclusiveLeadership/](https://www.facebook.com/InclusiveLeadership/)

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- If you are involved with a school or other organization that has the capacity to do the preparatory work involved, you may want to partner with the ILC to organize an introductory Inclusive Leadership Adventure. The preparatory work includes: (a) write grant applications or engage in other activities to raise the funds or in-kind donations required to cover the costs of a 1, 2, or 3 day ILA (venue, food, accommodation, materials, supplies, and our very reasonable co-ordinating fee) and (b) do the extensive networking required to invite and support youth and adults to participate. If your organization or school would like to organize an ILA, we will provide you with a sample proposal and a budget. Then, once you have the resources in place,, we will work out the dates with you, and we will gather a team of volunteers together and co-facilitate the ILA with you.

4. How else can you cultivate and nurture your identity as an Inclusive Leader in the places you work, learn, play and volunteer.? Inclusive Leaders are on a life-enriching, life-long learning journey. We invite you to:

- integrate Inclusive Leadership skills into other frameworks and approaches to tending and befriending people and the planet that you are already involved in or that you come across in any area you are studying, working in or volunteering in.
- integrate Inclusive Leadership skills into the vital roles you play in your community. Inclusive Leaders can also be parents, farmers, activists, students, teachers, counsellors, support workers, coaches, nature interpreters, wilderness guides, group leaders, musicians, athletes, artists, volunteers, politicians and many more leadership roles.
- continue to learn with and from each other by inviting other Inclusive Leaders to participate in, volunteer in and otherwise support your programs, projects, and events. Please post on the Inclusive Leadership Facebook page or email [inclusiveleaders@gmail.com](mailto:inclusiveleaders@gmail.com) or contact other Inclusive Leaders individually. The more we can each share what we are doing and invite others to get involved through social media and in person the more inclusive our world will become.

Yours inclusively,

Linda Hill, Raj Gill, Kix Citton, Linda McDaniels