



Annual Report June 2017 to September 2018

co-written by ILC members and guests at the
September 29, 2018 Annual General Meeting
and enriched with excerpts from our website (www.inclusiveleadershipco-op.org)

"The Inclusive Leadership Co-operative has a vital role to play in building welcoming and inclusive communities based on respect for the magnificent diversity in all living beings."

This past year has been a year of exploring, sharing, celebrating and sometimes stretching our capacity to involve more and more people from different generations, cultures and places in living, learning and leading more inclusively in their diverse communities.

"As the Inclusive Leadership Co-operative continues to explore and expand on areas of opportunity, both locally and globally, in person and online, this principle of accompaniment reminds each of us to be mindful in the way in which we extend the circle of Inclusive Leaders... Being conscious to meet people where they are at and invite them into a process of inclusive community building." (Katie Sayers, ILC Intern April 2017 to January 2018).

We appreciate how 32 of our 43 members were actively involved in cultivating the ILC this past year. Welcome new members Daniel Collins, Betty Doherty and Tina Fabbro. Special thanks to out-going ILC board member Art Phipps and to the returning board members Kix Citton, John Scull, Cathy Gilbert, and Lindsay Beal. Welcome to new board members Nola Landucci and Donna Sassaman. Thank you to Susan Norris for such fabulous book-keeping support. Thank you to Donna Sassaman for doing your usual wonderful job with registration which is an incredible gift to the ILC. We are grateful for the work of Katie Sayers (intern from May 2017 to January 2018), Joy Emmanuel (ILC Summer Co-ordinator May to October, 2018), Lindsay Beal (Board support to Joy and consultant to the CIS TIP Project May to September, 2018), and Linda Hill (ILC Co-ordinator until May 2018, now co-ordinator of Inclusive Leadership Online Education). Special thanks to ILC members Lynn Smith, CM Justice, Betty Doherty, Daniel Collins, Rod Keays and Terri Beaton who showed up for almost everything that is listed in this annual report.

"June 2017 Annual Inclusive Leadership Gathering"

Our June 2017 Inclusive Leadership Gathering marked the end of one year and the beginning of the next for the ILC. A wonderfully, marvellously diverse group of seventy-nine people aged 16 months to 75 years participated in our Inclusive Leadership Co-operative Annual Gathering June 2 to 4, 2017. We have lived all over the world, come from diverse leadership experiences, diverse life circumstances,

diverse sexual and gender orientations and many more backgrounds. There was so much positive energy based on being here to support each other with fellowship and no competition. It felt great to be welcomed and accepted here, making connections, finding ease and inclusion. A general sense of happiness in all the children, youth and adults contributed to a safe, warm atmosphere of acceptance and support. Our mostly local gathering was enriched by the participation of four students from the ICC Student Housing Co-operative in Austin Texas.

"Visioning meetings September 9 and September 30, 2017"

This was a chance to look forward and make commitments for what we wanted to help the Inclusive Leadership Co-operative accomplish over the coming year. Everyone from the entire ILC community was invited to participate online or in person and 28 people showed up. *"I was a really new member and I wondered if I should come. From the time I arrived, I felt really welcomed and valued."* (Terri Beaton, new member). The questions Kix asked to frame the discussions were excellent. We liked the inclusion and participation of children and youth. Ten year old, Anna Fairweather, volunteered to draw what we each said. Her illustrations contributed to a memorable report. Throughout the rest of the year it became increasingly easy to make our commitments.

"Inclusive Leadership Online Education"

Thank you to Linda Hill, Janice Milnerwood, Harriet Greenwood, Raj Gill, April Vance, John Scull and Rod Keays for participating in the Inclusive Leadership Online Education Committee. The question guiding the development of Inclusive Leadership Online Education has been: *"What are the most effective ways for the Inclusive Leadership Co-operative to go about adapting our renowned experiential education workshops and weekend retreats into online courses?"*(Linda Hill).

"Discover Your Inclusive Leadership Potential" developed by Linda Hill is turning out to be an awesome online course with a wealth of information and possibilities for reaching out internationally to introduce new people to the field of Inclusive Leadership. We have welcomed over 50 participants from across Canada and at least nine countries so far. We have developed a very effective spirit of generosity pricing policy which gives participants the option of paying \$140, \$70, \$35, or applying for a full sponsorship. Daniel Collins and Linda Hill's video interviews of ILC members and participants have brought the course to life. Special thanks to Raj Gill for developing a compassionate communication module and workbook as part of this course. One learning is that, even with sponsorships, most of the participants from Africa face real challenges with accessing the internet because of high costs, unstable and slow internet services and poor quality of equipment. After one ILC member gifted a participant from Africa with a modem, that participant is now participating much more effectively in our online offerings and has returned to the Fall 2018 *Discover Your Inclusive Leadership Potential* course as a volunteer mentor. *"How can we continue to be creative in supporting participants from Africa and other countries south of the equator to access Inclusive Leadership?"* (Janice Milnerwood).

Inclusive Leadership Online Practice Groups create a continuity of connection and engagement in Inclusive Leadership processes, especially for Inclusive Leaders who live outside of the Cowichan Valley. Participants meet weekly on zoom for 8 to 10 weeks; sharing leadership by trying out different roles of: preparing and facilitating the agenda, gathering facilitator (meditation), time-keeper, and 'needs dula' (supporting us to meet each others' emotional needs). We have welcomed 25 participants so far; some have signed up for one practice group session and some have signed up for every 8-10

week session.

Inclusive Leadership Heart to Heart Cafes are another way of fulfilling the needs of Inclusive Leaders around the world to stay connected and inspired. Whether 3 people or 20 people show up at these monthly online gatherings, the compassionate listening within each Heart to Heart gathering contributes to building an international community of Inclusive Leaders. *“Thank you to everyone who has joined in this. It is always lovely to meet and connect through compassionate listening”* (Harriet Greenwood).

"November 5 and 11, 2017 Networking Meetings"

Networking meetings held online November 5 and in person November 11 were attended by a total of 20 people. The November 11 meeting was facilitated by intern, Katie Sayers who did a really good job. Several participants were excited about piloting the online *Discover Your Inclusive Leadership Potential* course and a few of the participants felt really grounded to see cohorts face to face. We brainstormed about our communities and who we could reach out to to invite to become involved in our February Inclusive Leadership weekend. There was an urgency to connect with youth partly because of noting fewer youth involved in recent events and because of a recent youth-against-youth racism incident in Duncan. We decided to organize an Inclusive Leadership Adventure weekend for youth and adults in February.

"Our February 2018 Inclusive Leadership Adventure was so inter-generational. It made me want to go out and do more inclusive community building and then keep coming back"

Sixteen ILC members helped organize this event. Linda McDaniels and Linda Hill did an amazing job of networking with local schools and Cowichan Intercultural Society. Lindsay Beal brought a large team of emerging leaders from Victoria, including a therapy dog! Tara Jordan, Kix Citton, and Neil Dolan brought family members. A group came from Safe Youth Cowichan. Our inter-generational co-facilitating team of 16 people who arrived the night before were well prepared to welcome 40 more participants and facilitate the opening circle and orientation activities.

“I thought to myself, Here is a group of people who know – just like I know – how important it is to understand what is expected in new environments....I enjoyed this weekend so much that I feel inspired to take action to promote inclusion in a broader way.” (Janice Maxwell, Parent and Advocate, Saanich, BC).

The high school kids, young children and older people interacting together created a sense of ease with our goal of bringing people from diverse generations as well as diverse cultures and diverse abilities and other backgrounds together. The Action Planning was so diverse and meaningful. When adults and youth who have been involved in Inclusive Leadership happen to meet at other workshops and community events, it is a joy to experience the ease these youth have in interacting with the older generation

"Spring 2018 Potluck Gathering"

Joy Emmanuel organized a spring potluck gathering for Inclusive Leadership Co-operative members and guests. Everyone got to share and witness each others' accomplishments. Jasper received a "Leader of Tomorrow" Award for co-facilitating the February Inclusive Leadership Adventure. This was

enriching and built his self-confidence. It was powerful to see interdependence in action when Janice Maxwell (parent) and Tina Fabbro (inclusive community connector) supported and encouraged Melanie Maxwell to contribute so much through signing and her assistive communication device. We are thankful for their involvement and hope they will soon be co-facilitating Inclusive Leadership education workshops with us. Big thanks to Joy Emmanuel for organizing this gathering!

We did re-learn an important lesson because the three youth who came found the adult environment to be so challenging that they mostly hung out in the kitchen and have been reluctant to return to subsequent ILC events. This experience of youth feeling marginalized at an ILC event highlights the importance of Inclusive Leaders being very intentional in building inclusive and welcoming inter-generational relationships at all our events.

“September 2018 Farm to Table Fund-Raiser”

We held a Farm to Table Fund-Raiser in September, 2018 organized by Linda Hill and hosted by ILC members Amy and Tafadzwa Matamba at their new Little Zimbabwe Farm. Amy and Tafadzwa appreciated hosting this event for the ILC because they are ILC members and because this event fit with their goal to develop the farm into an Arts and Culture Centre. Our maximum of 30 people sold out quickly and we have a list of people to invite to our next fund-raiser. Amy and Tafadzwa served farm fresh traditional African food. Tafadzwa played music throughout. This ILC social introduced many people to Inclusive Leadership for the first time and demonstrated what Amy and Tafadzwa are doing to build bridges between Zimbabwe culture and Canadian culture. We raised almost \$1000.00 and all want to do it again.

“Consulting, Facilitating, Action Planning”

In carrying out our mission to bring diverse people together for experiential Inclusive Leadership Education, the ILC deals broadly with supporting participants to cultivate Inclusive Leadership skills for embracing diversity in all its many aspects. Over this past year, the ILC board members have been clarifying the difference between consulting, facilitating and action planning:

- **on behalf** of the Inclusive Leadership Co-operative
or
- **informed by** Inclusive Leadership Education

On Behalf of the ILC

ILC members share leadership in cultivating the ILC by collaboratively planning, organizing, carrying out, networking for and participating in Inclusive Leadership events and projects that have been approved by the membership or by the board on behalf of the members. Members share leadership in raising funds for these projects in various ways such as finding paid consulting and facilitating opportunities for the ILC. These are the income generating projects and workshops for this past year.

- Culturally Welcoming Volunteers workshop hosted by Cowichan Intercultural Society and Volunteer Cowichan
- DE-stressing the Learning Environment Pro-D day for Nanaimo Aquatic Centre, MSJ Society, individual professionals, volunteers and students.
- Team Building Workshop for Leadership Vancouver Island
- Circle of Courage Workshop for Clements Centre Day Program

- Inclusive Education workshops for Vancouver Island University
- Introduction to Inclusive Leadership for Cedar Community School Student Council
- Cowichan Intercultural Society's The Inclusion Project (TIP). *"The curriculum of Inclusive games and activities for diverse groups of Grade 8 students at Quamichan High School seemed so helpful."* (Terri Beaton).

Thank you to these ILC members who consulted and/or co-facilitated for at least one of these projects and workshops: Linda Hill, Kix Citton, Linda McDaniels, Lindsay Beal, Joy Emmanuel, Daniel Collins, John Scull, and Betty Doherty.

Informed by Inclusive Leadership

People who participate in Inclusive Leadership Education are encouraged to develop our skills, awareness and individual action plans for living, learning and leading more inclusively in our diverse communities. These individual Action Plans usually focus on the specific diversity issues each person is passionate about. Participants usually present their Action Plans to each other. Occasionally ILC members present their Action Plans to the ILC board. Although we hope these action plans are **informed by** what participants have learned from their participation in Inclusive Leadership Education, these individual action plans are not being developed and implemented **on behalf** of the Inclusive Leadership Co-operative.

Clarifying the Distinction

ILC members are sometimes unclear about whether and how the ILC can support our individual Action Plans, especially when a member proposes to facilitate a workshop or carry out a project that seems to be relevant to the mission of Inclusive Leadership. Although individual members have experienced confusion and distress when their proposals are not approved, these test cases do provide opportunities for ILC board members, co-ordinators, interns and members to develop practices and policies for considering proposals and requests. We are learning to look at:

- how a specific proposal fits with our mission
- what ILC members have the capacity to do.

Here are four examples of individual and organizational action plans that ILC members were asked to support this year:

- At the request of ILC member Brandy Gallagher, some ILC members volunteered to develop and co-facilitate a one-day Inclusive Leadership Workshop for OUR Eco-village.
- At the request of Cowichan Intercultural Society, several members of the ILC showed up every week or two to support the Multicultural Leadership Group
- At the request of Linda McDaniels, several ILC members volunteered to help at a Reality Check Workshop at Frances Kelsey Secondary School.
- Although Rod will not be offering his course on progressive masculinity as part of Inclusive Leadership Online, several ILC members have been reviewing, participating in and witnessing his work developing and piloting a curriculum. Rod appreciates the camaraderie and peer review experience.

"September 28 to 30 Inclusive Leadership Co-operative Gathering

This gathering benefitted from Joy's leadership in forming and facilitating a planning committee during

the months leading up to the gathering. Thank you to Lindsay Beal, Linda Hill, Kix Citton, Betty Doherty and Terri Beaton for serving on the planning committee. We experienced a wonderful inter-generational/intercultural group of 51 new and experienced Inclusive Leaders including students, employees, volunteers, and family members who participated for 1, 2, or all 3 days.

Our Professional Development Day “DE-stressing the Learning Environment was excellent. The morning session led into the afternoon workshops very well. John’s Connecting With Nature Workshop was an inspiring and engaging opportunity to creatively explore diversity in nature. It seemed evident during the final activity (the Stone Game) that the relevance for educators and other professionals became more and more apparent throughout the day.

Other highlights of the weekend gathering were:

- Connecting with differences workshop with Kix and Lindsay
- DE-stressing diverse learning styles workshop with Linda
- Communicating with compassion workshop with Betty
- Canoeing with Jenny and Gary
- Campfires with David, Nakita and Robert
- Line-dancing with Betty
- The community reconciliation dinner at the Somena Longhouse in Duncan
- The Participatory AGM
- Terri and Victoria’s Art Studio
- Haley’s theatre games
- Mary-Anne’s presentation on Dene Heroes
- Rod’s workshop on Fathers
- Our Inclusive Community Celebration MCed by Paul and Claudia
- Joy’s workshop on "Living in the Inclusive Global Village"
- Stages of Change Action Planning with Kix and Linda

Perhaps the only significant challenge was that registration was 30-40% lower than in previous years. Linda Hill’s request to the ILC is that we build our capacity for sharing leadership with networking and fund-raising before committing to any more multi-day events.

“The Impact of Inclusive Leadership Education”

The following letter received from Human Rights Worker, Rachel Singleton-Polster a few months ago demonstrates the long term positive impact of Inclusive Leadership Education. *“Being a participant in Inclusive Leadership Adventures was very formative for me in my teenage years. The skills I learned of empathetic listening, of respectful communication and of accessibility and inclusiveness for all were key as I went forward to pursue my passion in social justice and human rights work. The Inclusive Leadership foundation, and network of friendships, has helped me professionally and personally, and I would recommend involvement in Inclusive Leadership experiential education weekends or Inclusive Leadership Online Learning to anyone looking to broaden their world view.”*