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Our 2019 Vision for the Inclusive Leadership Co-operative

Summary

Please read our plans for moving the ILC forward during 2019 and reflect on what you are attracted to contribute to. Then email inclusiveleaders@gmail.com to let us know what you would like to help with.

Plan 1: Cultivate the Inclusive Leadership Co-operative: Do you want to help with succession planning, recruiting new board members, finding a new co-ordinator, Participatory Action Research, fund-raising, grant-writing?

Plan 2: Co-facilitate Experiential Inclusive Leadership Education: Are you interested in joining a committee that will share leadership in organizing Inclusive Leadership weekends and workshops?

Plan 3: Prepare New Inclusive Leaders to Become Experienced Inclusive Leadership Facilitators: Are you a new Inclusive Leader who wants to become a trained and experienced Inclusive Leadership facilitator? Are you an experienced Inclusive Leader who wants to support new Inclusive Leaders to nurture and mentor their Inclusive Leadership skills?

Plan 4: Inclusive Leadership Online: Do you want to contribute to Inclusive Leadership online education by: enrolling in a course or practice group, dropping in to the monthly Heart to Heart Cafe, following and perhaps helping to manage our website, blog, facebook page, facebook group? Do you want to serve on our Inclusive Leadership Online committee?

Plan 5: Networking: Are you interested in taking training in the Building Bridges step of networking and the art of mutual mentoring so that you can help bring together people and groups from diverse backgrounds?

Plan 6: New Ways of Sharing Inclusive Leadership: Are you excited to imagine, research and implement innovative ways that Inclusive Leadership can be offered up in communities that combines online education with local face-to-face gatherings? Some ideas being explored are local Inclusive Leadership chapters, alliances and partnerships, 'sideways' introductory events of various kinds.

Plan 1: Cultivate the Inclusive Leadership Co-operative

The Inclusive Leadership Co-operative is a non-profit community service co-operative run by over 40 members with a mission to bring diverse people together to nurture and mentor Inclusive Leadership development in ourselves, our communities and our world. Over the next year we hope to cultivate the ILC in these ways:

- Develop a clear succession plan, including recruiting new board members and finding a new co-ordinator.
- Find a couple of ILC members who will take a turn serving on the board in 2019 and 2020 so that each year we have a couple of new enthusiastic board members who can give their vibrant energy, support, and engaged encouragement to this vision
- Ongoing Participatory Action Research and development following the Building Bridges steps
- Fund-raising and Grant-writing
- Attention to the details of financial administration and book-keeping
- Maintain the solid structures and frameworks that we already have in place

Commitments so far to supporting our vision for cultivating our Inclusive Leadership Co-operative:

- Cathy Gilbert, Donna Sassaman, John Scull, Kix Citton, Lindsay Beal and Nola Landucci are serving on the board this year.
- Susan Norris attends to the details of financial administration, book-keeping and taxes.
- John will help Kix with succession planning so that they can step down from the board in 2020 after serving for six years
- Susan plans to serve on the board beginning next year or the year after
- Joy Emmanuel has been co-ordinating the ILC for the past six months and has written a grant proposal to engage the ILC membership in strategic planning and succession planning.
- Linda Hill will continue to co-ordinate the Inclusive Leadership Co-operative until a new co-ordinator is found. Once a new co-ordinator is in place, this will free Linda up to focus on Inclusive Leadership education and research

Plan 2: Co-facilitate Experiential Inclusive Leadership Education

Over the years experienced Inclusive Leaders have become very skilled at combining the Building Bridges steps with Experiential Education and Participatory Action Research to develop, organize, co-facilitate and host Inclusive Leadership weekends and workshops. Each gathering is a diverse intergenerational/intercultural combination of people who are new to Inclusive Leadership and experienced Inclusive Leaders whose willing participation encourages others.

- Let's organize at least one structured Inclusive Leadership weekend during 2019
- Experiential Inclusive Leadership education immerses people who are passionate about diversity and inclusion to develop Inclusive Leadership skills for Building Bridges to equality, Connecting with Differences, Communicating with compassion and being prepared to respond to hurtful situations with Anti-Discrimination First Aid.

- We want to continue co-facilitating Inclusive Leadership Education for schools, for non-profit organizations that value inclusion and in community settings.

Commitments so far:

- The following people are willing to be on an Inclusive Leadership weekend organizing committee: Lindsay, Terri, Tina, Linda. This committee will take the lead in finding more committee members, organizing, networking, fund-raising and hosting an Inclusive Leadership weekend:
 - Linda's role on this committee will be mentoring, training, support with developing a networking plan and other planning and background support
 - Lindsay, Linda (and hopefully a couple more experienced Inclusive Leaders) will guide an intergenerational/intercultural team of experienced Inclusive Leaders to co-facilitate the weekend(s) in ways that flow smoothly through the Building Bridges steps.
 - Donna will be the registrar again
 - Raj will come to at least one weekend gathering in 2019
 - Lindsay, Linda, Raj and hopefully a few more trained and experienced Inclusive Leaders will facilitate workshops on: Connecting With Differences, Communicating with Compassion and Anti-Discrimination First Aid
 - The following people are willing to offer Challenge by choice workshops: John (connecting with nature), Jenny and Neil – Inclusive Leadership through canoeing and water programming, Tina: Inclusive Leadership through Creative arts
 - Paul is willing to provide practical, logistical support behind the scenes – including photography
 - Claudia is planning to return to Canada and could come to this weekend if the timing is right
 - Melissa and Graham will continue to show up
 - Maureen will show up and hopefully contribute her love of photography in some way.
- Lindsay is interested in co-facilitating Inclusive Leadership in schools, beginning with her Grandson's school.
- Linda will make it a priority to co-facilitate income generating workshops that are organized by others.

Plan 3: Prepare New Inclusive Leaders to Become Experienced Inclusive Leadership Facilitators

New Inclusive Leaders gradually become experienced, skilled and capable Inclusive Leaders by putting time and effort into sharing leadership in developing, organizing, co-facilitating and hosting Inclusive Leadership education events.

- Experienced Inclusive Leaders invite and support newer Inclusive Leaders to share leadership with organizing, networking, fund-raising, and co-facilitating Inclusive Leadership Education
- Experienced Inclusive Leaders invite new Inclusive Leaders to co-facilitate workshops together
- We mentor each other by sharing knowledge and information

- We want to provide recognition to individual Inclusive Leaders on the progress they are making in nurturing and mentoring their Inclusive Leadership skills
- Organize Inclusive Leadership Facilitator training
- Inclusive Leadership skills are a resource to offer teachers. By training teachers, we will have more influence in schools.

Commitments so far:

- Lindsay is willing to help train as many champions of diversity and inclusion as possible to become facilitators of Inclusive Leadership.
- Linda is willing to co-facilitate Inclusive Leadership Facilitator Training with Lindsay
- Linda will make sure that our comprehensive Resource Book for Inclusive Travel Guides is used as the foundation for any facilitator training that is done.
- Joy is working on a grant application to build our capacity by focusing on facilitator training

Plan 4: Inclusive Leadership Online

A dedicated committee of three Inclusive Leaders who live in other provinces and another country (England) are sharing Leadership with Linda Hill to reach the world through Inclusive Leadership online education. We will:

- Continue to offer our 8 to 10 week Inclusive Leadership Practice Group
- Continue to host a monthly drop-in Heart to Heart Cafe
- Continue to offer Discover Your Inclusive Leadership Potential introductory course
- Publish weekly blog posts and daily facebook posts
- Organically expand online Inclusive Leadership education.

Members of the Inclusive Leadership Co-operative are encouraged to participate in one or more of these online offerings, join the Inclusive Leadership Facebook group, follow the ILC website blog and invite/encourage/support colleagues and friends to participate in one or more of these Inclusive Leadership online offerings.

Commitments so far:

- Janice, Harriet, Linda and Sarah will continue with our IL online committee
- Claudia wants to help develop Inclusive Leadership Online
- Janice, Harriet, Linda, Sarah and Nola will continue to show up at the monthly online Heart to Heart Cafe (first Saturday of each month)
- Susan and Donna will participate in Inclusive Leadership Online this year
- Maureen will research Inclusive Leadership Online
- Linda will offer the Discover Your Inclusive Leadership Potential course a few times each year. The self paced online course is always available.
- Linda and Harriet will organize another Inclusive Leadership online practice group. Linda suggests the practice group could be a place to develop and pilot new online courses such as Raj's offering below.
- Raj (with tech support from Linda) will develop and offer an online compassionate communication course

- The following people are willing to be online participant mentors: Betty, Harriet, Claudia, Tina. We also have a pool of about ten more new Inclusive Leaders who have taken the online course and are willing to participate again as participant/mentors

Plan 5: Networking

We want to get better and better at sharing Inclusive Leadership with other champions of diversity and inclusion around the world. We want to increase the number of new and wonderful Inclusive Leaders who keep showing up. Diverse people do not gather together automatically which is why the Building Bridges step of Networking (or the art of showing up and inviting others to show up) is such an essential Inclusive Leadership skill. Our vision for the coming year is that more and more Inclusive Leadership Co-operative members, past participants and other supporters will put effort into networking so that Inclusive Leadership is growing and branching out like a tree rather than just a single vine.

- We want to continue bringing youth and adults together. Intergenerational learning happens when we gather groups made up of all ages. Engaging youth requires dedicated outreach
- Bring our colleagues into Inclusive Leadership
- We can each invite champions of diversity and inclusive from other organizations we belong to get involved
- We want to reach out to individuals and groups who are dealing with exclusion, social isolation, depression and social stigma.
- We want to continue to cultivate mutual learning relationships between Indigenous and non-Indigenous people.
- With training in the Building Bridges step of networking and with support and encouragement, we can all become awesome networkers.

Commitments so far:

- Linda will develop a workshop on the art of networking as part of preparing for our Inclusive Leadership weekend
- Lindsay is networking with a mental health organization that is just starting up in Victoria
- Tina has already brought several new people and will continue to do networking
- Graham will talk to at least one person per month about Inclusive Leadership
- John will push the principles of Inclusive Leadership with CMHA-CV, the Land Trust and Cowichan Valley Naturalists' Society
- Melissa will invite people to ILC events.
- Joy and Linda have worked on a grant application to bring Indigenous and non-Indigenous youth and adults together

Plan 6: New Ways of Sharing Inclusive Leadership

It is exciting to imagine and implement innovative ways that Inclusive Leadership can be offered up in communities that we haven't thought of before. Online education works well. People also like being present in the room with real people. Let's explore and research ways of combining our online efforts with local face to face gatherings. Some ideas for new ways of sharing are:

Local chapters

- Cowichan Intercultural Society is no longer funding the Multicultural Leadership Group. Let's work together to revive this group and keep it happening
- Inclusive Leaders in diverse communities around the world could be supported to set up local chapters; similar to the Multicultural Leadership Group in the Cowichan Valley and similar to how volunteers have grown Toastmasters into an international organization with 300,000 members participating in more than 15,000 chapters in 100 countries around the world.

Alliances and Partnering

- Form alliances with groups doing similar things such as peacemakers, mental health organizations, environmental organizations, and NVC. We are proud that the Canadian Voice of Women for Peace presented Linda with the Dr. Anne Goodman Peace Education Award in 2018.
- We appreciate our local alliances and partnerships such as Little Zimbabwe Farm and Cowichan Intercultural Society. Let's build on these kinds of partnerships. Let's do another Farm to Table Fundraiser at Little Zimbabwe Farm. Let's do more joint projects with CIS.

Let's Do Participatory Action Research!

- We can bring together small groups of adults and children and youth to brain storm about Inclusive Leadership.
- We could experiment with introductory 'sideways' events of various kinds for people who won't do a weekend workshop because of time constraints or other challenges.
 - For example, we could follow the model of the Alternatives to Violence Project in which people experienced Saturday night socials as a broadening taster.
 - Or Inclusive Leaders could offer challenge by choice workshops and events in the community – inclusive ways of doing creative things together on weekends.

Commitments so far:

- Janice Milnerwood and Lindsay Beal are willing to set up and support a forum for members and supporters of the ILC to continue to brain/heart-storm, develop ideas, gain feedback, refine these ideas. Janice will moderate the forum so that members can more easily communicate and collaborate as we move forward with plans. Sarah, Raj, Susan, and Linda are committed to engaging in the forum.
- Linda Hill is researching and writing a proposal for combining the best of Toastmasters, the Multicultural Leadership Group, and our online courses and practice groups together into a process for developing local Inclusive Leadership Chapters.
- Linda Hill will pull together and share the many resources and curricula that have already been developed for facilitating Inclusive Leadership workshops in schools.
- Nola will get formal training in LEAP communications (Listen, Empathize, Agree, Partner in a Plan) and share what she learns within the Discussion Forum. Nola will also try to bring ILC to LEAP.
- Janice and Sarah will work together to create one or more local chapters. This is likely a 2 year plan.