



Inclusive Leadership Co-operative

Annual Report November 2019 to September 2020

co-written by ILC members and guests at the
September 26, 2020 Annual General Meeting

(and enriched with excerpts from our website www.inclusiveleadershipco-op.org)

ILC EVENTS & In-Person PROJECTS:

Strengthening Bridges to Inclusion, funded by Canadian Heritage (Community Support
Multiculturalism & Anti-racism Initiative Program)

Through the following listed events and projects 80 people having participated in Inclusive Leadership training, facilitating and mentoring over the past year.

Heart to Heart Conversation Circles at One Cowichan Charged Up Festival – Sept. 2019

This Charged Up event went really well, even with people drifting in and out. ~ Cathy G.

National Day of the Child – November 2019

ILC members and Children & Family Council Cowichan held a Building Bridges to Inclusive & Welcoming Events workshop for volunteers of a free, fun, family celebration of National Child Day. This event was held at Cowichan Community Centre with a fabulous lunch, music, games, etc. Many Inclusive Leaders showed up to help facilitate the event. The Ladysmith Inclusive Leaders facilitated co-operative games.

Community Conversation on the Framework for Accessibility Legislation – November 2019

Inclusive Leadership Adventure – April 2020

After the ILA in 2019, I was excited to organize the next ILA for May 2020. I met with Linda H. and Terri B. once a month. Step one was to get a location and caterer. We chose Camp Elkhaven which was available for free because our ILA was for youth. The caterers were offering the service for free as well. It was going to be the most economical ILA which would make it most flexible. It was canceled due to COVID-19. We had already begun the flyers, and people were signing up and excited. I'm excited for when that ball can roll again. ~ Tara J.

Pink Shirt Day at Clements Centre – February 2020

Approximately 9 volunteers from ILC co-facilitated three different activity stations for the participants to rotate through. It was a lot of fun, because people of all abilities were included. This applied to both participants and facilitators. What struck me most was that at the beginning of the day the centre put the participants in groups of people that they would not necessarily hang out with at their day program. Some people wanted to be with their usual group. By about the second activity or station most of these people were helping one another and were happy even though they weren't in their usual groups. The stations were Inclusive Art, Inclusive Games, and Inclusive Dance. It was so much fun to include everyone and to help educate people about anti bullying through movement and music. I learned a lot about being an inclusive leader, both from Lindsay and the participants. The other fun thing about the day was coming together with other inclusive leaders from other parts of the Island. Mostly from the Cowichan Valley. ~ Terri B.



Youth with Youth Leadership Day in Chemainus – March 2020

The Youth 2020 Can is a Canada Service Corps initiative that recognizes and supports youth-led ideas and visions for what communities could be like if more youth had a voice. An intergenerational team of youth and adult mentors co-facilitated a youth-with-youth leadership day for youth of Chemainus, Thetis Island, Penelakut Island and other parts of North Cowichan. 45 youth and 8 mentors from 5 non-profit organizations and 1 school collaborated in planning, developing and participating in this inspirational and successful project.

Inclusion and Diversity Workshop for CIS Volunteers – March 2020

Linda facilitated this event with Pema Rigzin. Ice-breakers and our intro Powerpoint with the participatory discussion activities.

Inclusive Leadership & Human Rights at U.Vic.

Introduction to ILC at a Human Rights class seminar.

Facing Human Rights Issues as an Inclusive Leader: *an experiential workshop on Connecting with Differences*, facilitated by Lindsay.

ILC ONLINE

Discover Your Inclusive Leadership Potential

Enrolment continues but the numbers have declined steadily since Linda's leave.

Heart to Heart Café

The monthly event continues with an ever changing group. Regularly co-facilitated by Harriet G. and Lindsay B. other co-facilitators include Claudia S. and Seyi A.

Facilitating *Discover Your Inclusive Leadership Potential* with Groups

The Inclusive Leadership Co-operative has evolved through ongoing Participatory Action Research. We appreciate and encourage Beat's plan to engage his teaching staff (and possibly senior students) in the *Discover Your Inclusive Leadership Potential* course as a test laboratory. Linda is responding to this initiative by developing an online facilitator's guide to go along with the course. Janice, Lindsay, Harriet and Claudia are developing a weekly *Facilitating Inclusive Leadership Practice* Group.

Inclusive Leadership Facilitator's Practice Group

The Education Committee met throughout the autumn until February 25, 2020.

<https://inclusiveleadershipco-op.org/2019/12/16/strengthening-the-strengthening-bridges-project/>

The Practice group was launched in March 2020 and ran for 6 weeks. We created the Making It Easy discussion forum for Inclusive Leadership facilitators in action.

The Practice Group was a journey with ups and downs and learning. We shared real life experiences for 6 weeks. One thing that stood out was that listening has to be intentional. Everything moves so fast, we have to intend to listen.

Our Global Village of Inclusive Leaders

We are gradually building an international community of Inclusive Leaders who connect about living, learning, and leading inclusively in their diverse communities via our online offerings and on Facebook. With help from Linda, Obinna Echendu hosted and co-facilitated with a few others - including our mutual friend Chuks, a workshop introducing Inclusive Leadership.

ILC MEMBERS

Board Members

ILC Board members Sept 2019 to Sept 2020: Cathy Gilbert, Donna Sassaman, Nola Landucci, Tara Jordan, Susan Norris, Linda Hill.

ILC Board members as of our Nov 23, 2019 AGM: Cathy Gilbert, Donna Sassaman, Nola Landucci, Tara Jordan, Susan Norris.

Personnel

Due to the COVID-19 pandemic, operations were greatly impacted. Volunteers took time away from ILC while they created and adjusted to new routines. Workshops and trainings were canceled. Lindsay Beal worked full time until mid-April then reduced to an average of 15 hours a week.

Mid July, Linda Hill took leave from the ILC Education Coordinator position until further notice.

New Members

Claudia Sanchez, Seyi Alawuh, Stan Daniels, Tosin Olowoyeye-Taiwo, Alan Cundall

Remembering John Scull

Co-founder and past board member of Inclusive Leadership Co-operative, John Scull touched the lives of many people all around the world. As John said, “Family, friends and community are the best medicine”. On July 24, as dawn broke and the finches began to sing, John passed away, surrounded by his children, grandchildren and spouse, looking out onto Mount Prevost. His was a life well-lived.

COMMUNITY EVENTS & COLLABORATIONS:

Inclusive Leaders build our global awareness by showing up in our communities as Inclusive Leaders with each other. These are examples shared during our AGM:

“In February I attended the Anti-Racism Awareness Pathway Workshop with Moussa Magassa at the University of Victoria. I noticed that people need a warm and welcoming place to speak openly about their experiences with racism and with meeting people from unfamiliar cultures. Moussa invited me to introduce the Inclusive Leadership Co-operative to the participants of the workshop.” ~ Lindsay B.

Street To School Initiative. *“We take care of children that don’t have access to school due to lack of funding or distance. During lockdown, we decided to reach out to these children. They needed food, so we provided.*

In September we offered a week long education program for 100 rural children, to access learning that they don’t usually have. They were introduced to robotics, chess, Monopoly, farming and biomass conversion.” ~ Tosin O



Community Link Connexions Inc. *“A group of us attended an ILC Adventure in 2019 and created a group of Ladysmith Inclusive Leaders to facilitate cooperative games. They facilitated for National Day of the Child event and Pink Shirt Day. The group also responded to the concerns raised with Black Lives Matter by inviting a man who had emigrated from India, to come and speak with the group.” ~ Tina F.*

Church in Nigeria. *“I teach children at my church. We’ve been learning more about listening and being patient. There is a video from ILC that I share with the children. For me the practice group has been very rich for sharing resources.” ~ Seyi A.*

Care Mongering Group. *“I started a group in my town, Campbell River, called Care Mongering Group. Some other places have it as well. It’s a grassroots organization to gather money to help those who are struggling. There was a horrible fire, and everybody lost everything they owned. One of the people contacted me saying, ‘We have a baby, and all we have is one diaper’. So I posted, ‘Who can buy diapers?’ It’s going very well. We fundraised over \$8000 and we can spend it any way that’s helpful.” ~ Tara J.*

Advocacy. *“I have a large family, with children with different abilities, and also two black sons. During this time of Black Lives Matter movement it has been really enlightening. My youngest son has been a victim of discrimination. The school principal came to me and acknowledged that he will be responding to incidents of discrimination very differently now. My son said, ‘Great, but it’s too late for me’. I think ILC is a life changing thing.” ~ Cathy G.*