

# Fellowships in **Radical** Doing



**Impact and Evaluation Report**

## Developed by



### RADIUS SFU - [Founding Organization](#)

RADIUS (RADical Ideas, Useful to Society) is a social innovation lab and venture incubator based at the Beedie School of Business, SFU. A "place for radical doers", we develop the emerging leaders and solutions needed for a sustainable, just and healthy economy.

## Presented in partnership with



### SFU Sustainability Office - [Pilot Partner](#)

The SFU Sustainability Office provides institutional support for departments, units, groups and individuals to advance sustainability initiatives at and beyond SFU and is the central hub for sustainability innovation at SFU.



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RECODE, an initiative of the McConnell Family Foundation, provides social innovation and entrepreneurship opportunities for College and University students to become drivers of progress and change.

RADIUS wishes to thank the following organizations and individuals for their contributions and support in making the inaugural program a tremendous success:

**Simon Fraser University Sustainability Office, Pilot Partner**  
**RECODE an initiative of the J.W. McConnell Family Foundation, Pilot Partner**

*Sue Biely, co-Facilitator and Program Advisor*

*Meredith Egan, Wild Goat Executive Coaching, Guest Facilitator & Pro Bono Coaching Services*  
*Cecile Andreas, Crux Coaching, Pro Bono Coaching Services*  
*Graham Gilley, Executive Coach, Pro Bono Coaching Services*

#### 2015 Fellows' Mentors

*Al Etmanski, Guest Thought Leader*  
*Charles Tsai, Guest Thought Leader*  
*Paola Ardiles, Guest Thought Leader*

*Cole Nakatani & David Kohler, The Habit Course, Guest Facilitators*

*Kiri Bird & Alexander Dirksen, Show+Tell Consulting, Evaluators*

*Kristopher Schmitz, Lead Event Coordinator, ConcaUCTION & Cascadia Social Innovation Train Tour*

*Louvens Remy, BlackSunrise Productions, Videographer and Producer*

*Andrea Curtis, Transformation Projects & NextUp Leadership Network, Program Advisor*

# Fellowships in Radical Doing: Impact and Evaluation Report (2015)

*Jennifer A. McRae - Program Lead / Manager of Edu Initiatives, RADIUS*  
*Kiri Bird and Alexander Dirksen - Program Evaluators*

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# A Visual Summary

## Inputs



**76**

*Applications*



**20**

*Fellows*



**20**

*Mentors*



**22**

*SFU students and alumni  
and alumni engaged*

## Outputs



7% to **55%**

*Growth in reported friendships  
amongst Fellows*



**74%**

*of Fellows report new partnerships or  
collaborations post-Fellowship*



**45**

*Average number of new connections  
reported post-Fellowship*



**3**

*Fellows move on to RADIUS'  
Trampoline venture incubation program*



**“If this generation does rebellion differently, generatively, resiliently, I think it will be, in part, because of a new redemptive commitment that I’m aware of in the world...**

**To connect inner life and outer life, inner work and social change; To be reflective and activist at once; to be in service as much as in charge; and to be wise in learning from elders and from history while bringing very new realities into being for this age.”**

- Krista Tippett,  
The Inner Life of Rebellion

**RADIUS** is a social innovation lab and venture incubator, or, as we more frequently describe ourselves, we are a *place for radical doers*; a community of practice for the rebels and innovators of this historical moment; the people who see the potential for creation and transformation in the systemic breakdowns happening all around us. As an organization, we are dedicated to building these entrepreneurial leaders and solutions for a better economy.

In February 2015 we piloted the *Fellowships in Radical Doing*, a new program aimed squarely at developing emerging leaders aged 20-35 for the new economy. Developed and led by **Jennifer McRae** (*Manager, RADIUS Edu Initiatives*) with support from **Sue Biely**, and in partnership with the **SFU Sustainability Office** and **RECODE**, the inaugural cohort featured 20 individuals who were convened to accelerate their personal and professional development in community while deepening their ability to make impact, together. Similar to the Barr Foundation Fellowships in Boston, we are testing **“...the hypothesis that recognizing talented leaders and investing in their personal growth and connections with one another will result in individual, collective, and city transformation.”**

We were interested in working with the millennial demographic for this program because we believe that this generation is facing unique challenges; challenges which are accentuated in particular for those who self-identify as changemakers, social entrepreneurs and innovators. Specifically these challenges include:

**The erosion of the traditional pathways and signposts that once marked a transition from one phase of life to another.** The pathways from ‘student’ to ‘professional’ for those interested in social impact careers are often opaque or not yet formed. The millennial generation is tasked with developing new sectors and careers while solving complex social challenges in the context of a ‘VUCA’ world: Volatile, Uncertain, Complex and Ambiguous. This is vastly uncharted and difficult territory for young people to navigate and for organizations like universities to respond to in preparing the next generation.

**Rising social isolation in Metro Vancouver.** Despite being a deeply (digitally) connected generation, **33% of 20- to 34-year-olds in Metro Vancouver** report feeling alone more than they would like, feeling less welcome in their neighbourhood and are less likely to feel they belong there than other age groups. There is a hunger in this generation for meaningful connections and a sense of community belonging.

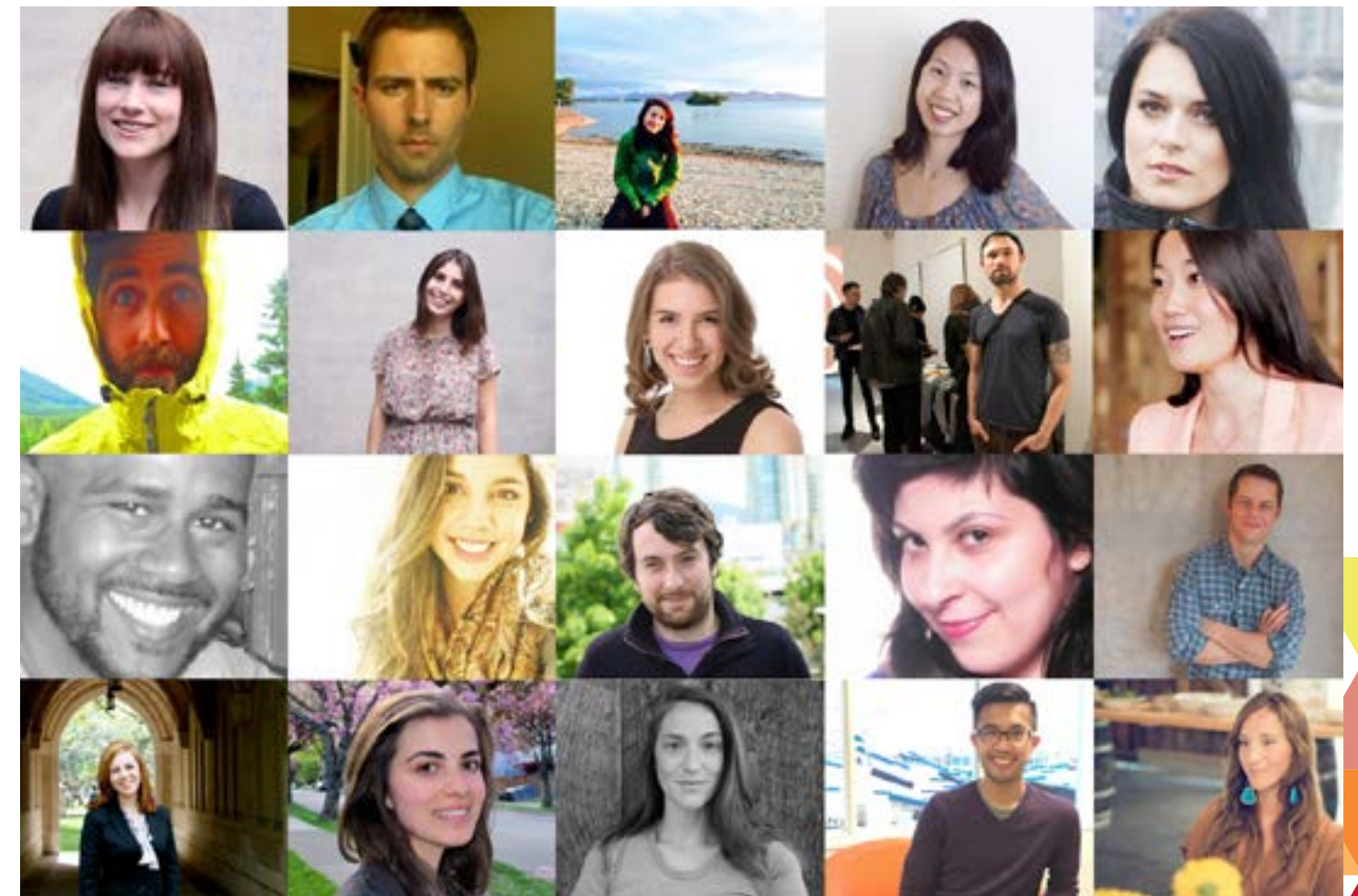
**New skills and new leadership needed for a New Economy.** There is a **significant and documented gap** in the development of talent for the social sector in Canada, in particular the development of a 21st century tool kit to address 21st century challenges.

# About the Program

The fellowship program is our collective attempt to address these challenges head on, offering a cohort of peers to grapple with the uncertainty of this historical moment; a clearer sense of the pathways available for each fellow to contribute to the emergence of a healthy, sustainable future for all while developing the skill sets and networks necessary to do so.

This report will detail the impact created by this pilot offering. Like the individuals and organizations profiled in its pages, it seeks to be innovative in its approach, combining developmental evaluation strategies, storytelling and statistics to offer a comprehensive overview of the cohort and its many successes. Most notably, this report profiles ongoing network mapping initiatives being undertaken by the Fellowship program across its cohorts, which are tracking both the emergence of new connections amongst Fellows as well as the development and deepening of connections between Fellows and the broader social impact community in the Lower Mainland and beyond.

With a program of this ambition, it is important to preface the findings of this report by emphasizing its temporal limitations - as a snapshot captured at the conclusion of the program, it does not fully reflect the full impact of its efforts. Rather, the full range of network effects and positive impacts on the career trajectories of its Fellows will emerge over time. In short, this is the beginning, not the end, of the realization of the program's mission and vision.





**“And so there is a lively debate in our sector about effectiveness, what it means to be “outcomes focused,” and how we can move beyond the organization as the unit of action to achieve large-scale impact. There is a hunger to rewrite the familiar story of isolated gains failing to deliver systemic change. Yet the debate typically glosses over a vital ingredient of lasting change – people.**

**People, not organizations, are the agents of positive change. People advocate and act for greater justice, equity, peace, and sustainability. People activate powerful networks and collaborate to benefit whole communities. Yet, we have not focused enough on how best to support these change agents – at least not in all the right ways.”**

- S.Lanfer, P.Brandes & C. Reinelt, [Only Connect](#)

RADIUS opened the [call for applications](#) to the inaugural Fellows cohort in January 2015, inviting *“the next generation of untamed social entrepreneurs and innovators who are early on their changemaking journey, demonstrating remarkable accomplishment and a relentless dedication to creating positive, sustainable impact in all they do.”*

As we described in the initial call for applications, Radical Doers are a little different; we were not looking for the traditional solo leader or the person with four pages of accomplishments and accolades on their CV. We were looking for potential; for people with a generous spirit, a fierce sense of dedication to creating positive change in the world; for those who would see themselves reflected in statements like:

*You are insatiably curious. A five year old’s got nothing on you. You are a question-asking, information-seeking, meaningful-experience-creating ninja.*

*and*

*You know that who you surround yourself with is the greatest predictor of your future success. You want to be part of a group of like-minded peers to be accountable to and grow with.*

Knowing we were designing a program for a cohort with a core goal of building a community, we were selecting for those who we thought would make a significant contribution to its formation. While all 76 applicants who turned out were impressive in their own right, the 20 individuals we selected were the ones whose applications revealed generosity, humour, empathy, humility and a growth mind-set. They also shared the common attribute of being at an inflection point in their lives, asking big questions about what was next for them and how to deepen their ability to make impact.

In terms of design, the program’s structure was deeply influenced by adult learning theory, experiential and transformative education theory, network theory, and, finally and perhaps most influentially, by Paul Born’s strategies for building what he calls “Deep Community.” Born’s recipe is as simple as it is elegant: to form a deep community, we must (1) share our stories together; (2) enjoy one another through regular time spent together; and, (3) care for one another. By engaging in these three acts, we then build “...energy for the fourth act of deepening community: building a better world together. In fact, we become a force for change that is unstoppable...We no longer feel alone in our fear or hopeless in our dreams; rather, we have the courage to see our dreams become real.”

By borrowing from the best of these theories, we intended to construct a container and a curriculum that provided space for the fellows to form meaningful relationships, deepen their capacity for leadership and accelerate their personal and professional trajectories.

**I felt the connection I developed both within and without the Fellowship program firmly reintroduced me to a professional network here in Vancouver.**



Practically speaking, the program featured 5 core elements available to all Fellows:

### **Weekly Cohort Meetings**

The heart of the RADIUS program consisted of 13 weekly cohort sessions, held on Monday evenings from 6pm - 9pm. These sessions alternated between:

**Experiential Workshops** (1-2 per month): sessions to provide Fellows with skills and tools to advance their work and leadership abilities;

**Network & Community Development** (1-2 per month): social sessions to deepen Fellows' relationships and affiliations within the impact community;

**Thought Leadership Dialogue** (1-2 per month): sessions to connect Fellows with and learn from the journey of some of the region's most compelling thought leaders working in the impact sector.

### **Mentorship**

RADIUS recruited a pool of mentors to work 1-on-1 with Fellows. Mentors agreed to meet with Fellows a minimum of once per month for the duration of the program.



### **Coaching**

Fellows were trained in peer coaching, a practice that was nurtured throughout the program. In addition to peer coaching, they had the opportunity to work 1-on-1 with an executive coach through [Wild Goat Executive Coaching](#).

### **Networking, Events and the RADIUS Network**

In addition to the program's weekly sessions, Fellows were invited to participate in RADIUS and affiliate events on an ongoing basis, including [ConcAuction](#), [ReSchool](#) and [Failure Wake](#), amongst others.

### **Opening and Closing Retreats**

The Fellows program was launched with an opening retreat on Bowen Island on Saturday, February 21. This day-long retreat provided the cohort with an opportunity to connect with those that would be joining them on their fellowship journey over the next 5 months. The closing retreat took the form of a [multi-day train tour](#) June 19-21, with stops in Seattle and Portland to connect with members of the broader social impact community in the Pacific Northwest.

### **Additional Opportunities & Benefits**

As part of the program Fellows were also able to access shared desk space and meeting space at RADIUS offices, mentorship and support from RADIUS Core Team, and priority access to future RADIUS programs (i.e.: [Trampoline](#) and [Slingshot](#)). Indeed, three Fellows participated in RADIUS' early stage incubator program in May-June 2015.

# Impact Measurement and Methodology

Prior to launching the program, five key performance indicators were identified to better understand the impact of the experience on the Fellows' personal and professional development, network development, and to assess program goals. The five performance indicators that were developed are outlined below, with findings and impact summarized in the following section, *The Impact of the Fellowship Program*.

## **I. Impacts on the Social Innovation Community**

In order to demonstrate the value of the program quantitatively and communicate this deepening of community in a compelling way, network mapping was used to evaluate how the program and the inaugural cohort of Fellows impacted Metro Vancouver's social innovation ecosystem. We wanted to know: *What measurable changes occurred within the Fellows' individual networks, their collective network as a cohort, and the broader social innovation community in Metro Vancouver as a result of the program?*

## **II. Deepening Community Amongst Fellows**

The development and maturation of friendships amongst Fellows was tracked across the course of the program through pre- and post-Fellowship surveys. We wanted to know: *Would the Fellows' time in the program lead to the formation of a deep community?*

## **III. Achievement of Personal Learning Goals**

To begin the program, Fellows were asked to set personally meaningful goals regarding what they wanted to learn or develop in themselves through the program. At the conclusion of the experience, Fellows were asked about their level of satisfaction in meeting their personal learning goals (as set out at the start of the program). We wanted to know: *Did the program meaningfully help Fellows achieve their personal learning goals?*

## **IV. Change in Personal Trajectory**

Drawing upon survey questions from the Gross National Happiness Index survey, Fellows were surveyed pre- and post-program on their levels of satisfaction across a number of different life domains (personal life satisfaction, social cohesion, and work satisfaction). We wanted to know: *Did the program accelerate or otherwise positively impact the Fellows' ability to advance toward their professional goals; in other words, did participation in the program make a noticeable impact on their professional trajectory?*

## **V. Mentorship Program**

The purpose of this indicator was to i) know whether or not Fellows found their mentor relationships useful, and ii) to gather data as to why or why not. We wanted to know: *What is the value of having a*



# The Impact of the Fellowship Program

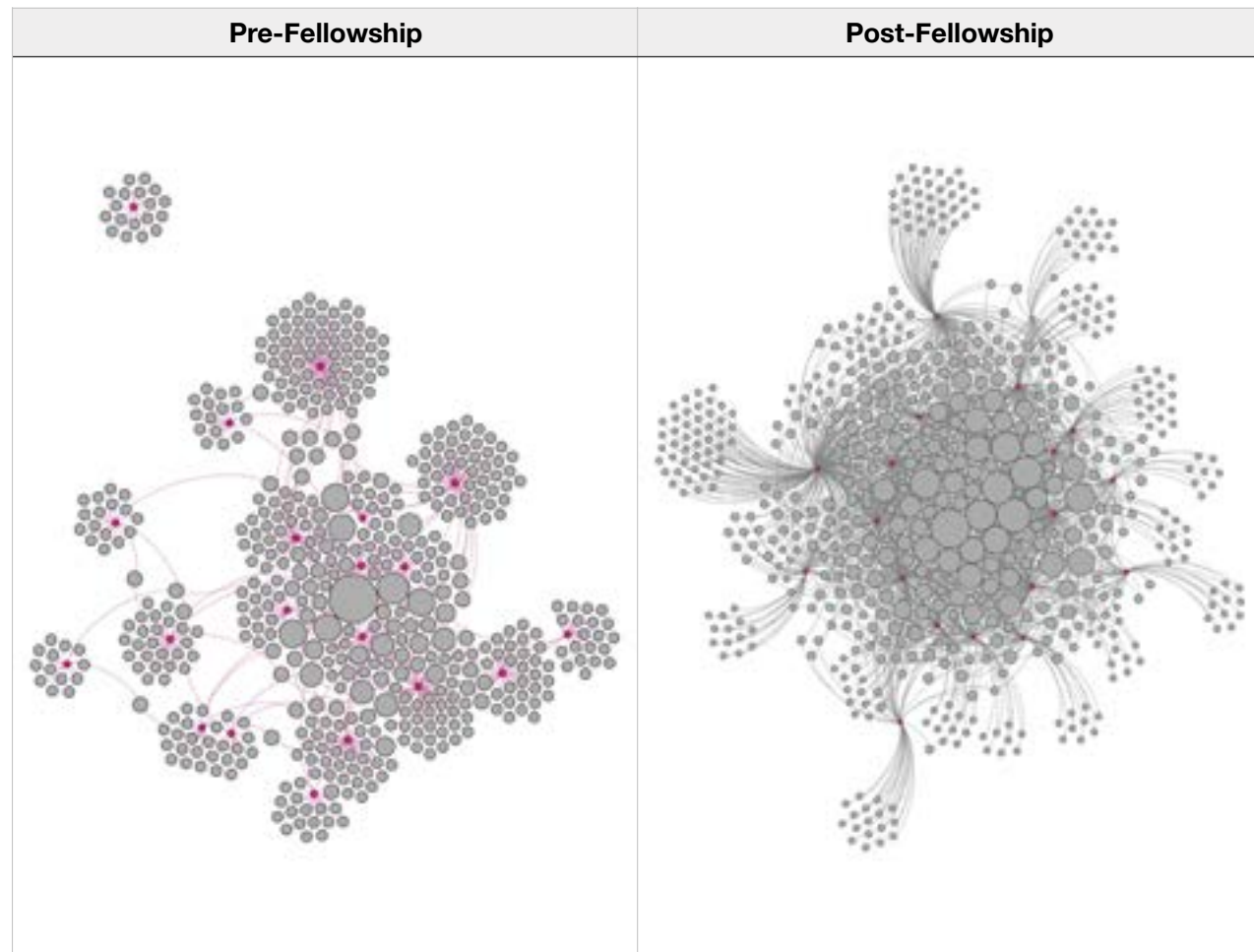
**The Fellowship is supporting the development of a more robust and resilient social innovation community in Metro Vancouver and changing the structure of existing networks**

**Indicator evaluated: Impacts on the Social Innovation Community**

Through the power of network mapping we were able to generate “before” and “after” snapshots of the collective networks of the 2015 RADIUS Fellows. In these diagrams, the pink dots represent the Fellows, while the gray dots (or ‘nodes’) represent the businesses, organizations, and institutions within the Fellows’ collective network. Nodes get larger and move towards the centre of the network the more Fellows they connect to. Note in the ‘before’ diagram that one Fellow isn’t connected at all to the rest of the network, bringing unexpected value and connections to the group!

In the “after” snapshot of the Fellows program we see an increased number of connections in the network map - Fellows’ listed an average of 45 new connections to businesses, organizations, and institutions within their networks at the conclusion of the program. The network is also considerably denser, with a large concentration of weighted nodes moving to the centre of the network. Together, these developments reveal a shrinking of the degrees of separation across the network map.

Through the visual power of the network maps we are able to see that Fellows are not only more connected, but more closely connected to each other. Furthermore, the network maps reveal that the profiles of these 20 young innovators has been raised within the community, as has the profiles of several 'innovation hubs' within the City of Vancouver. The tables below list the top 15 'innovation hubs' in relation to the RADIUS Fellows pre-Fellowship and post-Fellowship. What we are seeing here is the emergence of a multi-hub network, one that is resilient to the opening and closing of individual institutions.



Pre-Fellows		
Rank	Node	Number of Connections
1	CityStudio	10
2	Hootsuite	6
3	City of Vancouver	5
4	Potluck Cafe Society	5
5	Sustainable SFU	5
6	The Hive	5
7	Vancouver Aquarium	5
8	UBC Farm	4
9	Groundswell	4
10	Makers Lab	4
11	SFU Beedie School of Business	4
12	Vancouver Economic Committee	4
13	VanCity	4
14	UBC Sprouts	3
15	BC Cancer Agency	3

Post-Fellows		
Rank	Node	Number of Connections
1	RADIUS SFU	20
2	CityStudio	17
3	The Habit Course	16
4	The Starfish Canada	16
5	City of Vancouver	15
6	David Suzuki Foundation	15
7	The Hive	15
8	Ashoka Canada	14
9	Makers Lab	13
10	Groundswell	13
11	Eco Fashion Week	12
12	Homesteaders Emporium	12
13	Vancity	12
14	SFU Beedie School of Business	12
15	SFU Centre for Dialogue	12

In light of recent thinking on the importance of networks, these findings become even more significant. Consider this statement from the Interaction Institute for Social Change “...in the face of complex social and ecological issues, such as systemic oppression, climate change, and poverty, single actors are hard pressed to have significant impact, much less hold the full picture of current circumstances or underlying causes....the unit of action in the 21st century is the network not the organization. Simply put, multi-organizational and multi-individual networks are able to achieve more (understanding, resilience, action) than any entity could alone.”

# The experience created meaningful relationships and new collaborative endeavours - a deep community is forming

Indicator evaluated: Deepening Community Amongst Fellows

Beginning with the opening retreat on Bowen Island, the program actively worked to create a high trust environment where deep and robust connections between Fellows could form. Weekly program sessions provided opportunities for discussion, collaboration and personal discovery, while participation in external sessions and events highlighted by the program provided additional outlets for interaction and engagement. Outside of RADIUS-organized sessions and events, Fellows organically developed friendships through social events (such as hosting gatherings in one another's homes, bowling nights, and park BBQs) and attending and supporting each other's events and projects within the community.

By the conclusion of the program, the network amongst Fellows was robust, as demonstrated by the number of collaborations that have occurred as a result of connections made through the program; in final evaluations, **74% of Fellows commented on a new partnership or collaboration that emerged through their experience together.**

**I think the [opening] retreat was where I stepped out of my comfort zone the most. Through the timeline and visioning exercise, I was able to share with other fellows my fears, uncertainty, and worries. The retreat helped me to really build my confidence.**

””

## Examples of Fellowship Collaborations

**“Theunis and I have teamed up on some design ideas and we’re pitching a joint proposal for a construction project here in the city.”**

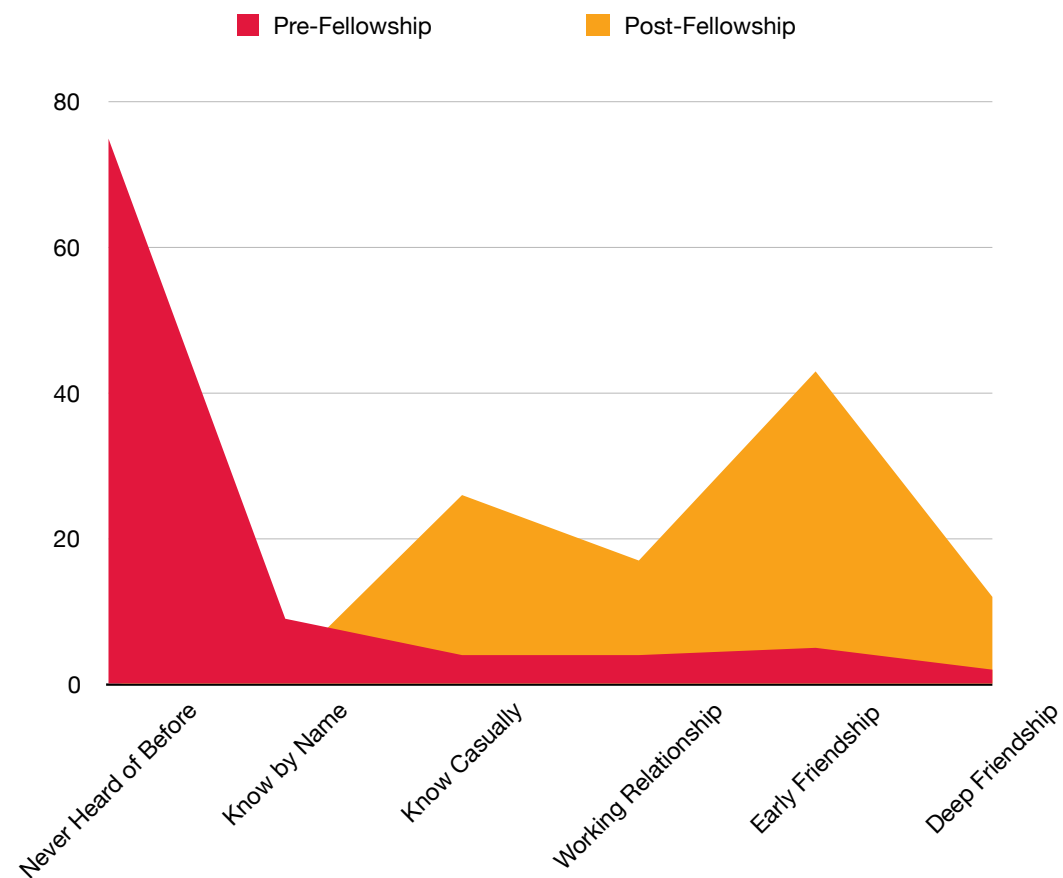
**“[I am now a] board member at the HiVE”**

**“Via Jessica Beketa, I am hiring the Railyard Lab on two branding projects for social impact initiatives.”**

**“Alex and I are looking at creating social impact measures for [the City of] Abbotsford.”**

**“I collaborated with one of the other fellows and a guest thought leader to host a 30 person dialogue”**

The emergence of robust relationships forming among the fellows was supported quantitatively as well, with survey results showing a notable shift towards the “warmer” end of the relational spectrum - **55% of Fellows reported having moved from not knowing their Fellowship peers at all at the outset of the experience, to having formed new friendships at the conclusion of the program.**



**Finally, nearly ubiquitously, Fellows who completed exit interviews reported that the most important thing they gained from the program was the relationships they built with other fellows and the community they now feel like they belong to.**

**I took advantage of the opportunity to participate fully in this program to grow deeper connection to myself and others**



## The program enabled Fellows to achieve their personal goals.

### Indicator evaluated: Achievement of Personal Learning Goals

At the outset of the program, Fellows were asked to articulate some personal goals for their work in the program. Over the course of the next 5 months, Fellows were provided a number of tools and approaches with which to maintain their accountability for their self-directed learning, including two personalized sessions offered by Cole Nakatani and David Kohler of [The Habit Course](#). **Overall, 75% of fellows reported that the program was ‘Good’ or ‘Very Good’ at helping them to achieve their personal goals.** Some of the personal goals set by Fellows included:

To find a community of like-minded professionals who understand the language, people, and motivations of my working world and can be a strong support network for my work. Also, to be able to get involved with those professionals in supporting their endeavours.

To be generous. To be a better listener and observer.

To start a meaningful initiative.

To advance my personal project, clarify career goals, expand my professional network, and develop/strengthen skills.

Naturally being more of a listener than information giver, especially when with meeting new people, I challenged myself to open up more in group discussions and one-on-one interactions.

To use this time to try and reflect and be present at all times. To be generous with my feedback and to build up others around me.

# The Fellowship experience deepened participants' satisfaction in key areas of personal wellbeing and their sense of belonging to community while advancing their professional development.

Indicator evaluated: Change in Personal Trajectory

Pre- and post-Fellowships, participants were asked to rate their overall satisfaction in eight areas of their personal and professional lives. In all areas, increases in satisfaction were achieved. The largest step changes were in Fellows' reported sense of advancement toward their professional dreams -- a 23% average increase through the program -- and in their sense of belonging -- a 19% average increase through the program. This data serves as a meaningful baseline for evaluating the program content and effectiveness year over year, as well as a proxy indicator of success in achieving the program goal of accelerating the personal and professional trajectories of the Fellows.

**The need to spend time recalling, reflecting, and making sense of patterns in our daily lives is important.**



Please imagine a ladder with steps numbered from zero at the bottom to ten at the top. Suppose we say that the ladder represents your professional trajectory. The top of the ladder represents you living out your ultimate professional dreams and the bottom of the ladder represents underemployment and/or dissatisfaction at work. If the top step is 10 and the bottom step is 0, on which step of the ladder do you feel you personally stand at the present time?

**+23%**



All things considered, how satisfied are you with life as a whole?

**+3%**



Taking into account all aspects of your life, how happy would you say you are?

**+5%**



How satisfied are you with the support you get from your friends?

**+10%**



How satisfied are you with your personal relationships?

**+3%**



How satisfied are you with your professional relationships?

**+11%**



How would you describe your feeling of belonging to your local community?

**+19%**



How would you describe your feeling of giving back to your local community?

**+10%**

# The Fellowship program connected young innovators to mentors in the broader social impact community.

## Indicator evaluated: Mentorship Program

With traditional career paths being disrupted and replaced by portfolio careers, young people are increasingly being asked to create their own work. Without lived experience, this can create anxiety and confusion around how to transition from one point of one's career to another. Guidance and mentorship, a longstanding tenet of career development, is acquiring new meaning and significance in light of these changing workplace dynamics and deepening social and economic disruptions.

For this reason, we paired the Fellows with mentors. These 20 senior leaders provided an important touchpoint for Fellows' personal and professional development by sharing knowledge, expertise and experience. The Mentorship network is also important to the Fellowship program because it supports an intergenerational transfer of knowledge and encourages the emergence of a more cohesive community that is not only peer-based. RADIUS is especially grateful to the SFU alumni community for their service, with 12 of our 20 mentors being institutional alum.

In regards to the value and impact of this program element, reports from Fellows varied significantly. The majority of Fellows (63%) were only able to meet with their mentors 1-2 times, while 31% met 3-4 times, and only 6% met 5+ times. Further, 56% found the relationship only "Somewhat Valuable," while equally 19% found it "Very Valuable" and 19% found it "Not Very Valuable". When asked how to improve upon the mentorship program, 25% suggested that more structure to the meeting relationship would have been helpful. Specific suggestions included making it mandatory that mentors attend Fellows-related public events (e.g. ConcaUCTION), and using a half hour of the Fellows session every month for mentor meetings. 17% suggested more pre-work in identifying what mentorship is and how it could be useful would have improved the experience, while 17% felt that the Fellows should have been more involved in identifying potential mentors in accordance to their areas of development. 17% of Fellows felt the mentorship program was just right.

## Fellowship Mentors

<b>David Adams</b> Director, Mobility BC  <i>SFU Alumni</i>	<b>Matthew Bond</b> Ministry of Transportation  <i>SFU Alumni</i>	<b>Aaron Cruikshank</b> Management Consultant  <i>SFU Alumni</i>	<b>Kira Gerwing</b> Manager of Community Investment, Vancity
<b>Michelle Hoar</b> Co-Founder and Director of Publishing and Advertising, The Tyee	<b>Aki Kaltenbach</b> HootGiving (Hootsuite's CSR program)  <i>SFU Alumni</i>	<b>Dr. Joe Kelly</b> Faculty of Global and Community Studies, Capilano University  <i>SFU Alumni</i>	<b>Tom Kineshanko</b> Founder/CEO, Klinch  <i>SFU Alumni</i>
<b>Meriko Kubota</b> Director of Strategic Partnerships for Community Investment, Telus	<b>Nathaniel Lowe</b> Consultant, Asian Americans Advancing Justice	<b>Ajay Puri</b> Co-Founder, Changemakers Vancouver	<b>Steve Rio</b> Founder/CEO, Briteweb
<b>Paola Qualizza</b> Co-Founder, Groundswell Grassroots Economic Alternatives  <i>SFU Alumni</i>	<b>Kevin Quinlan</b> Deputy Chief of Staff, Vancouver Mayor Gregor Robertson  <i>SFU Alumni</i>	<b>Wes Regan</b> Executive Director, Hastings Crossing Business Improvement Association  <i>SFU Alumni</i>	<b>Shawn Smith</b> Founding Director, RADIUS SFU  <i>SFU Alumni</i>
<b>Colin Stansfield</b> Executive Director, Potluck Café  <i>SFU Alumni</i>	<b>Denise Taschereau</b> CEO/Co-Founder of Fairware  <i>SFU Alumni</i>	<b>Lisa Joy Trick</b> Senior Manager, Social Innovation & Technology, Burnaby Association for Community Inclusion	<b>Nettie Wild</b> Leading Documentary Filmmaker



**One of my challenges is not reaching out for help, I did that through the program. Asking and showing up is more than half the battle...**

# What's Next?

Overall, the inaugural RADIUS Fellowship program was a success. The results of this evaluation have given us a great deal of insight into the program's strengths and opportunities for re-design. It also demonstrated a number of emergent outcomes which, together with what was explicitly tracked, will inform future directions. To conclude this report, we will look at what we learned and how it informs what comes next as RADIUS looks to deepen our capacity to support this next generation of Radical Doers.

In performing exit interviews with the fellows through Fall 2015, RADIUS was shown what the deepest impact of the program was: the community that formed and the relationships that these 20 individuals built together. While deep community was one of the outcomes we were striving for, we could not have anticipated that it would be the most important one for the participants. But, according to nearly unanimous and unprompted reports, it was.

**“ If I have to choose one thing that I'm most grateful for to the fellowship program it would be the overwhelming support that I received from the Fellows and RADIUS when I was planning Upcycled\* fashion show back in May. It was a time where I most needed the support of my community. And my community - all Fellows - were right there, supporting my show, promoting it all over social media, reaching their peers and attending the event with the friends and colleagues.**

**Every time a fellow helped it felt like a big warm hug or a high five saying - you go girl we're with you! I will always be grateful to the fellows and to the fellowship program that allowed such relationships to bond. That was special.**

Relatedly, the emergence of meaningful collaborations between the Fellows and others in the RADIUS network stands out as an important emergent outcome that was hoped for, but not expressly articulated in the design or delivery of the program. Both of these unanticipated outcomes resonate with the spirit of generosity, curiosity and abundance that prevailed in the applications for the Fellowship program. Further iterations of the program will be required to optimize for these conditions, in order to unleash the full potential of this network in creating sustainable social change.

Moving forward, we will bring all of these learnings forward in the design of the next offering, to happen early 2016. They will also inform future evaluation strategies as we look to deepen our understanding of how this sense of community was formed, how these collaborations grow, how the relationships stand the test of time and busy lives, and, what the value of this community and network is over time. In particular, we are excited to see the longitudinal impacts achieved by these networks: in five or ten years, how will Metro Vancouver, BC and Canada be different because of this community and its networks? How will individual fellow lives be different because of this experience? Finally, we feel that these outcomes point to the need to focus intently on an alumni engagement strategy that finds ways to keep the community alive, and, facilitates linkages between current and past cohorts and the larger network that will form over time.



Other key takeaways from this evaluation that will inform future actions include re-designing the mentorship component of the program and asking: How might we facilitate meaningful intergenerational connections for each cohort? In addition, we intend to deepen our ability to positively support and accelerate the Fellows' professional development and invest deeply in the development of a 21st century tool kit for them to carry forward in their lives and work.

Investing in the next generation leaders is of paramount importance to RADIUS and our founding partners, Simon Fraser University's Sustainability Office and RECODE. Given the outcomes and successes demonstrated through this inaugural Fellowship offering, we are eager to get to work on deploying these learnings into year two design and an alumni engagement strategy. As stated in this report's opening: this is the beginning, not the end, of the realization of the program's mission and vision.

**Throughout the fellowship I made a concerted effort to attend the majority of RADIUS events or events other Fellows had organized. In each of those settings I worked to make new connections with people I met there. I introduced myself as a Fellow, offering background about my experience and looked for opportunities to collaborate or support where ever they might arise.**





# Meet the Fellows



## **Kate Beck**

I am an aspiring urban planner and social change-maker, and I am passionate about streets, social justice, and active transportation. I am specifically interested in understanding the ways in which transportation design and policy affect the lives of traditionally marginalized groups in urban areas. My new years resolutions are to be more spontaneous and to put myself in more awkward social situations. I really love rock climbing, it is a form of meditation and one way I relieve stress, and my third best friend is my bicycle, we go everywhere together!

Check out Kate's website: [www.katemichellebeck.com](http://www.katemichellebeck.com)



## **Jessica Beketa**

Jessica graduated from SFU in spring 2014 with a Bachelor in Business Administration and two certificates and a minor that focused on sustainable community development and environmental responsibility. She is passionate about the circular economy and alternatives to business, guided by the principle if everything was designed with the environment in mind, there would be no such thing as waste. Since graduating, Jessica participated in Dossier's internship program, [Railyard Lab](#), completing projects on social impact communications, community building and brand strategy. She has been with Dossier ever since working as a project manager. Jessica bikes everywhere she goes, loves Harry Potter and is a novice gardener (last summer she grew her first batch of PINK popcorn)!



## **Sarah Beley**

Sarah grew up in Edmonton, moving to Vancouver to embrace the diversity this beautiful city brings, following a career in early childhood development. Inspired by a year living in China, Sarah found and developed her enthusiasm for community and society and has been volunteering with the Immigrant Service Society of British Columbia since then.

Sarah is currently working at [Simon Fraser's Centre for Dialogue](#) as the work study researcher for the Civic Engagement Project, and holds a B.A. in Political Science and Dialogue Communications from Simon Fraser University and is a Semester in Dialogue alumni. She hopes the Radius fellowship will help her further her passion and career in Public Policy. In her free time she loves hiking the North Shore with her dog Salvador Doogie and traveling the world.



### Kiri Bird

Kiri is a strategist and facilitator fuelled by collaboration, transformation, and innovation. Kiri has a healthy obsession with the new, the emergent, and the most intractable social and environmental problems. Always on the go, building community is a lifestyle for this cheerful extrovert, well-known for ‘making things happen’. In 2015, Kiri completed a Master’s in Resource and Environmental Management at SFU focused on urban sustainability assessment. She is currently employed by Ecotrust Canada & RADIUS SFU, where she is working with community to design a [Local Economic Development Lab](#), which builds capacity for social enterprise in Vancouver’s inner city.

### Devon Carr

Devon is a freelance consultant, activist and entrepreneur. Working with a variety of organizations including universities, non-profits and private sector companies, he advises and contributes to multiple initiatives and assists on the federal election campaign of a candidate for Member of Parliament. Founder and Principle of Guerrilla Consulting, a small consultancy with a focus on project start-up, and new venture leadership, his core values are sustainability, stewardship, innovation, people and most of all, adventure.

Experiences working overseas motivated him to leverage both public and private-sector growth for social and economic development in emerging and domestic markets. During three years in Malawi, Devon ran an entrepreneurial support network in water service delivery (a multi-stakeholder partnership of non-profits, the Mzuzu University and the Malawi government) before serving as Director for a large-scale agri-processing start-up. Originally from Vancouver, Devon is also a classically trained chef, and an avid adventurer.

### Kyle Empringham

Kyle is the Co-Founder of [The Starfish Canada](#) and a Public Engagement Specialist with the [David Suzuki Foundation](#). His training comes from his undergraduate in biology and geography from McMaster University and a Masters in Resource Management from Simon Fraser University. Kyle is excited by taking the science, policy and management that governs conservation principles and finding innovative methods for communicating and engaging others on those topics. In his spare time, Kyle likes to ski, run, swim, and volunteer for nonprofits to further their common cause.

Follow Kyle on Twitter: [@kbempringham](#)



### Maya Goodwill

Drawn to the complex world of social entrepreneurship, Maya is passionate about using her skills in business, community-building, and empathy to affect positive social change. Not happy with “business-as-usual,” she has set out to dedicate her career to support, connect, and build the infrastructure for those working to create an economy that values people and planet above profit. She currently does this important work at the [HiVE](#); a shared-space that supports and amplifies the social impact sector in Vancouver.

Maya holds a BCom from McGill University. Her past experience includes working at the [Centre for Social Innovation](#) in Toronto, coordinating Vancouver’s first [Young Innovators Crawl](#) in collaboration with SFU Public Square and RADIUS, marketing and communications work with [Tides Canada](#), and starting [#hatch Vancouver](#). She’s also currently a part of the [CatalystsX](#) community, and is delighted to be involved in the first RADIUS Fellows cohort!

Connect with Maya on [LinkedIn](#)

### Zoya Jiwa

Zoya Jiwa is a 3rd year student at SFU studying Sociology and sustainable community development. She continuously seeks to understand the complexity of systemic social and environmental problems. Zoya thrives when she’s immersed in an atmosphere of growth that fosters creativity, community, and ideas with a positive impact. In 2015 she launched As We Are, a community for people using style to navigate health conditions. Most recently, Zoya launched a website called [Her Grateful Heart](#), where she writes honestly about her journey of hope, healing, and happiness while living with a chronic illness. Zoya is also a speaker and workshop facilitator specializing in personal development, focusing on themes of self-confidence, gratitude, resilience, and leadership. She is thankful to have had the opportunity to share her voice on platforms including TEDx, student leadership conferences, and multiple community events.

Follow Zoya on Twitter: [@zoyajiwa](#)



### Adam Kebede

Adam Kebede specializes in public engagement and real estate development, specifically affordable housing and active transportation infrastructure. Adam holds a MSc degree in Community and Regional Planning, and a BA Honours in Geography and Health, both from UBC.

Adam is now focusing his public engagement practice on Strata Corporations. Strata’s are the legal governance framework for condominiums, a fast growing housing type facing increasing challenges to inclusive engagement. By focusing on homes first Adam believes we can a foster resilient and active civil society. Other public engagement initiatives include [The Green Streets Game](#), a collaborative board-game for public space design and decision-making. The game was an integral part of the youth engagement process for Point Grey-Cornwall Greenway. His experience in affordable housing research includes a 2012 [submission to the City of Vancouver’s ReTHINK Housing project](#); In 2013, [Adam and his team won the NAIOP Western Real Estate Competition in Seattle](#).

Connect with Adam on [LinkedIn](#).





### Patrick Lee

Patrick Lee is the founder of [Promote the Vote](#), a non-partisan movement to increase voter turnout and citizen engagement through dialogue. When he is not encouraging voter participation, Patrick works for the Provincial Health Services Authority where he helps clinics access language services for patients with limited English proficiency. He is a leader in the Lower Mainland Health Authorities' environmental sustainability program and has a long-standing interest in community development, urban planning and sustainability. Patrick holds a BBA from the Beedie School of Business and is an alumnus of SFU's Semester in Dialogue. Born and raised in Vancouver, Patrick enjoys biking in the rain, singing karaoke tunes and searching for the best eggs Benedict in the city.



### Jeff McGregor

Growing up in rural Alberta, Jeff McGregor experienced the incredible benefits of a strong and supportive community, drawing inspiration particularly from the senior members of his family and area. Graduating from the University of Calgary in 2008 with a Bachelor of Arts, majoring in Political Science, he developed a passion for understanding the world around him and for continuous, independent learning. Following university, working mainly as a carpenter in the Vancouver residential construction industry, Jeff developed his current interest of helping empower vulnerable workers and strengthening community democracy.



### Alexandria Mitchell

Alexandria Mitchell is a DO-er with a passion for finding solutions to complex problems and meeting today's challenges with innovative and creative actions. As an economic development officer and public affairs professional with global experience, she has worked on renewable energy advancement and energy partnerships both in Canada and the Asia Pacific region. She is inspired by how local grassroots actions can have immense global impact.

Alexandria has a background as a writer, editor, publisher and PR pro- from covering the Olympic Games in London, looking at low carbon development in Guyana, working on sustainability in New Delhi, to working as an analyst at high level government negotiations on climate change. She now calls Abbotsford home and looks forward to engaging as a RADIUS fellow.

Find her on the internets: [@alexandriamitch](#)



### Irina Molohovsky

Founder of [Frameworq](#), Irina is a retail professional with a legal background and with a deep appreciation for beauty, creativity and innovation. She is also a keen enthusiast of the Circular Economy and believes that all the elements that are mentioned above can be brought into a great and balanced business practice.



### Brielle Morgan

Brielle Morgan's love for a thoughtfully crafted sentence was evident early on. While other kids were playing together during summer holidays, she'd be lounging somewhere with a stack of books. She'd get disproportionately excited about library visits and bedtime. Eventually she got her master's in journalism and that afforded her some pretty awesome opportunities. She reported on community issues in Iqaluit, studied ethics at Auschwitz, and produced stories for CBC's As It Happens and various East African outlets. Now she's happy to be back in Vancouver working for a public broadcaster. Now she can spend more time with her nana, the inspiration behind storywise.ca, a creative project Brielle co-founded with a friend from grad school. Brielle's grateful for the chance to network with creative doer-types through the RADIUS fellowship and may have done some light sidewalk solo dancing when she got the invite.

Here's her portfolio: <http://briellemorgan.weebly.com/>.



### Shea O'Neil

Shea is currently an Executive Assistant at the [SFU Centre for Dialogue](#), where she is constantly inspired by the world-changing aspirations of her team. Shea holds a BA in Environmental Geography and a Certificate in Spatial Information Science from SFU. She believes it is possible for the environment and the economy to thrive simultaneously and she is particularly interested in issues related to waste management and transportation in Metro Vancouver. Her previous experience includes working as a Research Assistant for Carbon Talks and Renewable Cities, a Green Team Ambassador with the City of Vancouver, and volunteering as a Sustainability Peer Educator at SFU. With a passion for the environment and a strong belief that everyone has the ability to make a positive impact in their communities and beyond, Shea is thrilled at the opportunity to be a part of the first RADIUS Fellows cohort.



### Theunis Snyman

Theunis was born in Zululand, South Africa. After high school graduation he went travelling and working in rural South African villages as part of the Nelson Mandela “Rural Development Program”, building communications infrastructure. He decided to go travelling to the UK and Europe and then came to Vancouver to settle, fifteen years ago. After working in several industries in BC he applied to Emily Carr University of Art and Design to explore post secondary education and engaged in the wasteful practice of Industrial Design. Throughout his degree he found himself sourcing waste materials from different industries for design projects and started to bring it into his practice more intentionally. He enrolled in the first cohort of [CityStudio Vancouver](#) and is known for designing and building the “CityStudio” Longtable Series. Currently he is working on several projects through Basic Design, a collaborative project in which he is working on a rubber up cycling system, a kinetic rain harvester, and a rural African “pop bottle light” project.



### Dayna Stein

Dayna Stein grew up in Toronto and moved out to the west coast just three years ago to complete her undergrad and to be closer to the pristine scenery.

She has recently finished a Bachelor of Science in Global Resource Systems at UBC where she focused on food security and sustainable agriculture. In Fall 2014 she partook in a semester at [CityStudio](#) where her group co-created, designed and launched the Shareable Neighbourhood Project with the City of Vancouver and the community surrounding the Ladybug Community Garden. It aims to reduce waste and connect neighbours in Vancouver through the sharing of recreational items in public lending libraries. The project won first prize at HUBUB 3 this past November. She will be partaking in the Richmond Farm School this year while applying to a Master’s of Science in Strategic Leadership towards Sustainability in Sweden.



### Elaine Su

Elaine Su is an educator, writer, and full-time dreamer. She is passionate about empowering communities, and believes that big, world-sized ideas can come from indomitable, child-sized brains.

Before teaching Kindergarten at the Vancouver School Board, Elaine was the Academic Director of Little Mountain Learning Academy for five years, where she helped develop programs rooted in holistic and socially responsible learning for newcomers to Vancouver. In 2013, Elaine co-founded [Hidden Well Foundation](#), a non-profit organization that facilitates leadership and social justice learning for youth. Elaine also recently co-founded Big Tinkers, an initiative that gives children tools and materials to investigate simple machines. Elaine feels extremely lucky to work every day with the world’s most inspired dreamers. She has spent the last ten years surrounded by children of all ages. All her clothes have crayon on them and she can correctly identify almost any Pokémon... but her life is pretty fantastic.



### Ashley Tanasiychuk

Ashley is a lover of the arts. He aspires to put Vancouver on the map as a thriving vibrant creative hub, specifically as an incredible scene for young innovative artists.

Through his arts documentation initiative, [VANDOCUMENT](#), a team of 40+ photographers, videographers, and writers have documented over 1000 of Vancouver’s local and emerging artists at hundreds of events, supporting the people who create our city’s cultural vitality.

Ashley believes in making creative and cultural events accessible. Through CONNECTIONS parties, he connects people to artists from all disciplines in one night of local creative excellence. His aim is to revolutionize arts education, making business knowledge a core part of studies. Smart business practices to make our young artists more likely to succeed.

Everything Ashley does – creating visuals, attending and documenting events, promoting the artists who make them – revolves around creativity and his belief that art is limitless in it’s ability to improve our lives.

Connect with Ashley on [LinkedIn](#)



### Debbie Yeh

Debbie Yeh is an Environmental Sciences graduate from UBC, a field she chose after spending many summers exploring the outdoors with children as a nature camp counsellor.

During her university years, she found a community within Sprouts, a student-run and non-profit sustainable food co-operative. Working with a team of passionate students as the Kitchen Manager and then Volunteer Coordinator, she developed a strong interest for community building and sustainable food systems. Considering herself an avid learner, she is an alumna of the CityStudio program, which she gratefully acknowledges for giving her insight into experiential learning through dialogue, design, and collaboration. Through CityStudio, she helped to launch project ‘Deck the Dark’, a community engagement and safety initiative that lights up underutilized public spaces with glow-in-the-dark play. During her downtime, she enjoys cooking and baking in the kitchen (never following a recipe exactly), group fitness classes, and tea parties.

Connect with Debbie Yeh on [LinkedIn](#)

