

# THE RADIUS FELLOWSHIP

---

## OUTCOMES REPORT 2018



**RADIUS**

A Social  
Innovation Hub



**BEEDIE SCHOOL  
OF BUSINESS**



# RADIUS

A Social  
Innovation Hub

RADIUS is a social innovation hub housed within the Beedie School of Business at Simon Fraser University. At RADIUS we believe an economy that works for everyone is one that is dynamic, just, sustainable, and resilient. In service of this vision, we build programs to collaboratively develop, test and accelerate innovative responses to tough social problems. Drawing on this leading edge work, we also offer training, events and educational opportunities to build collective capacity to respond to the challenges of our time.





## 2018 RADIUS FELLOWSHIP

The RADIUS Fellowship is Metro Vancouver's preeminent professional development opportunity for top emerging social innovators from across the region. During the intensive 4.5-month experience, Fellows build relationships with their peers, develop personally and professionally, and tap into the broader social innovation and social entrepreneurship ecosystem.

The 2018 Fellowship was the fourth annual iteration. It was made possible with the support of The Beedie School of Business, SFU Innovates, The Vancouver Foundation, Scotiabank, Charles Chang Institute for Entrepreneurship, and SFU International.

### Numbers at a Glance



**100%**

confirmed progress toward  
personal goals



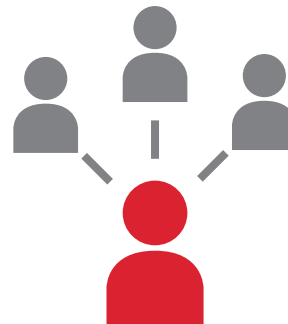
**9/10**

overall satisfaction with Fellowship  
experience



**↑63%**

improvement in sense of belonging  
to the local social impact  
community



**68**

average number of new  
connections per Fellow during  
Fellowship



“Honestly, this Fellowship made me remember why I wanted to live in Vancouver at a time when I very much needed to be reminded.”

“RADIUS helped me know myself better. If you're interested in the most valuable self exploration journey ever, I recommend you join RADIUS Fellowship.”





# MEET THE 2018 RADIUS FELLOWS

The 2018 cohort consisted of 16 unique and impressive changemakers from across Metro Vancouver. Read more about them and their work on our [announcement blog](#).



**50**

qualified applicants

**16**

Fellows selected

**29**

average age  
(range: 22 - 41)

**50%**

self-identified as  
being a member  
of a marginalized  
community

## 2018 FELLOWSHIP DESIGN

For the 2018 iteration of the RADIUS Fellowship, we made a handful of intentional adjustments based on our learnings from previous years and from other leaders in the social impact fellowship space.

What we maintained from previous years was the following:

- A desire to attract and support a cohort of diverse social impact leaders from Metro Vancouver.
- A sliding-scale fee system to provide enhanced financial accessibility.
- Weekly in-person group sessions, with an offsite overnight retreat to kick off and an offsite evening celebration to close.
- Optional access to a professional coach to support personal development.
- Networking opportunities with other active cohorts, program alumni, and broader members of the RADIUS community, as well as the annual conCAUTION event to showcase the Fellows' work to the public.







Intentional adjustments made to our 2018 Fellowship included:

- Prioritization of applicants who are working in one of four theme areas, ones in which RADIUS has particular focus for our Lab and Venture programming: Health Promotion, Future of Education, Future of Work, and Refugee Settlement and Integration.
- In-person group interviews as a core component of the application and selection process.
- A smaller cohort size of 16 to allow for deeper connections and more 1-1 support (compared to 20-22 previously).
- A pre-Fellowship orientation night to allow prospective Fellows to meet one another, meet the full RADIUS team, and hear about the Fellowship design in more detail before agreeing to move forward.
- An added day-long offsite mid-point retreat to allow for more space (and change of scenery) to reflect, plan ahead, and deepen personal relationships.
- Prioritization of external guest speakers and facilitators from marginalized communities.



# 2018 FELLOWSHIP DATA COLLECTION PROCESSES

RADIUS believes strongly in comprehensive evaluation and continual learning, so the RADIUS Fellowship program utilizes the following data collection steps:

- Fellow-to-Fellow relationship strength plus local network connections and strengths recorded at three points: early Fellowship (recording connections that existed pre-Fellowship); mid-Fellowship; and after graduation (post-Fellowship).
- An anonymous Post-Fellowship online survey collecting data on all the components of the Fellowship, including all sessions and events, perks received, overall feedback, reflections and testimonials, etc.
- A Post-Fellowship online survey collecting demographic data on each Fellow, including items such as: level of education, income, number of dependants, gender identity, sexual orientation, etc.

The data points shared in this report are aggregate data from all 16 Fellows.

“The RADIUS Fellowship provided me with language and tools to focus my work in decolonizing municipal heritage programs, making me a more effective advocate and cultural planning consultant. Plus, I got to meet a group of amazing, inspiring people who I now have the good fortune of calling friends.”





# 2018 OUTCOMES

## CAREER AND COMMUNITY SATISFACTION

Since the beginning of the RADIUS Fellowship in 2015, we have been collecting data on Fellows' satisfaction levels with their careers and community connection and support. Over the years we have continually seen positive results in the change from Pre-Fellowship to Post-Fellowship across a multitude of metrics, as shown below.

In 2018, we adjusted our data collection process from using pre- and post- surveys to collect data (as used in 2015, 2016, and 2017), to a 'Post-Pre Assessment' based on guidance of best practice from SFU's Teaching and Learning Centre. A 'Post-Pre Assessment' is one where the participant assesses at the end of the engagement what they estimate their knowledge/feeling was at the start of the engagement compared to what is it now (at the end of the engagement). Because of the change in data collection methods, we offer a caution to drawing strong conclusions about the differences year over year. It is however, reassuring to see that in all metrics, the satisfaction levels increased, and in certain cases rather substantially.

The numbers below represent the average change in satisfaction from pre-Fellowship to post-Fellowship.

Question	2015	2016	2017	2018
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%	+ 21%	+ 23%	+ 14%
How satisfied are you with your professional relationships?	+ 11%	+ 16%	+ 25%	+ 37%
How would you describe your feeling of belonging to your local community?	+ 19%	+ 9%	+ 24%	+ 37%
How would you describe your feeling of belonging to your local social impact community?	No data	+ 13%	+ 39%	+ 63%
To what degree do you feel you have agency to make a living / build a career doing purpose-driven work?	No data	+ 7%	+ 14%	+ 24%

# ATTAINMENT OF GOALS

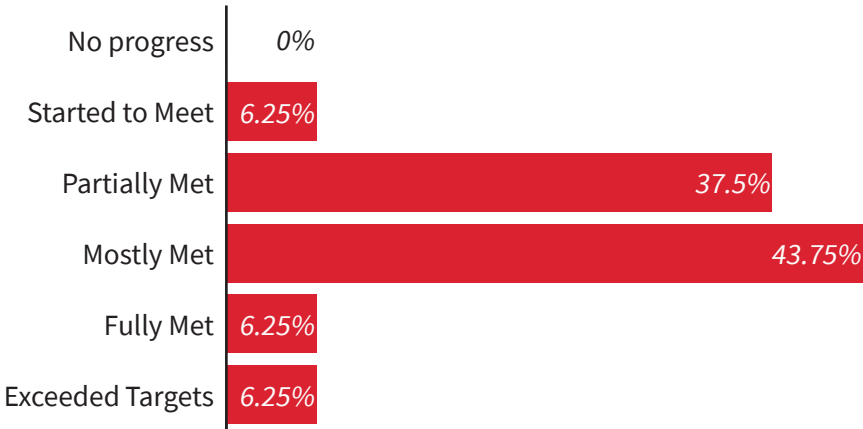
During the Fellowship program, Fellows were asked to create and share 1-4 individual goals for their time in the Fellowship. Some of the goals submitted were connected to personal or professional leadership development, while other goals focused on building their community or network.

Sample goals included:

- To gain skills as a facilitator and project development in social innovation.
- To find a better work-life balance.
- To improve my ability to schedule priorities/responsibilities.
- To work on my blog.
- To make more connections to organizations/individuals who are doing work around inclusive employment.
- To connect more with people of colour working in the dialogue and engagement space.

## A. Personal Goals

Survey results indicate that all Fellows made some progress towards on their personal goals. Over half of the Fellows reported mostly or fully meeting their personal goals, with one respondent indicating that they exceeded their goal(s). It's noteworthy that several participants had more than one personal goal, and the data collection approach included just one data point for each Fellow.

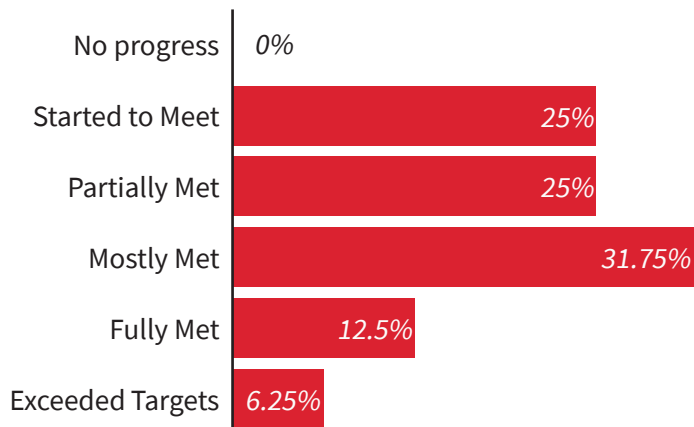






## B. Community and Network Goals

As with the Personal Goals (previous page), we were pleased to see that all Fellows reported making progress towards their community- and/or network-building goals.



“RADIUS created a foundation for diverse perspectives and engaging, sometimes challenging, discussions that shape a thriving community.”

## NETWORK STATISTICS

Over the past several years, RADIUS has been experimenting with processes to collect and analyze data related to the Fellows' network connections. In 2018, we followed a process rather similar to that described in the 2017 Outcomes Report, although we surveyed Fellows only three times (versus four in 2017): beginning (from the perspective of Pre-Fellowship); mid-point; and end of the Fellowship. Fellows were asked to rate their strength of connection (0-4 scale) with the other Fellows and the RADIUS core team members, and then they were asked to identify all local organization or solopreneurs they were connected to, and at which connection strength.

Two key networking events were hosted to help foster connections: a Fellowship Alumni gathering, and the annual conCAUTION event. Additionally, network introductions were offered to all Fellows where possible, utilizing the networks of several RADIUS team members.

The Fellowship Alumni event attracted approximately 60 attendees, representing all years of the Fellowship, several RADIUS team members, and a handful of special guests.

The annual conCAUTION event held in May attracted the largest attendance ever, with approximately 160 attendees from across the Metro Vancouver community.

### Total number of connections:

Beginning = 914

End = 2139

+ 1225

**[134% ↑]**

### Total number of strong connections (≥3):

Beginning = 319

End = 1115

+ 796

**[250% ↑]**

### Average number of new connections per Fellow:

**68**



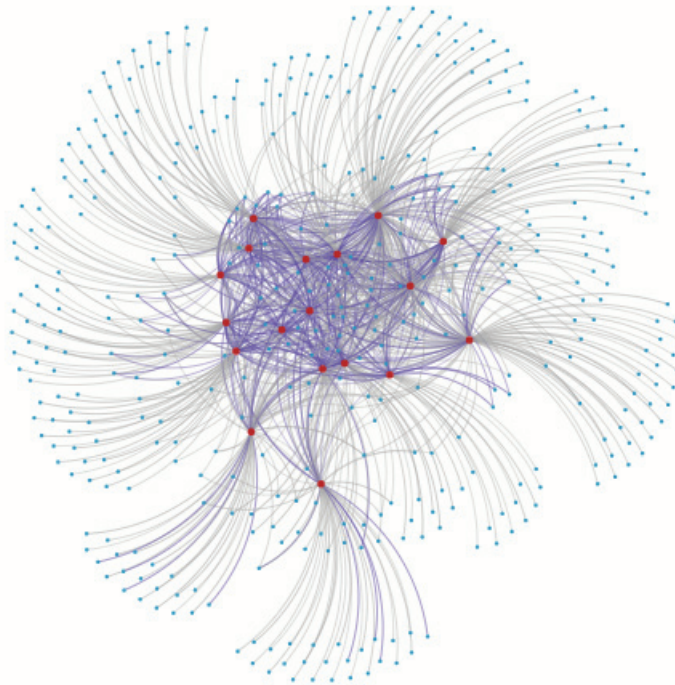
“Thank you for the opportunity. I went in not knowing what to expect, but I ended with making meaningful connections and meeting very interesting people doing fascinating work.”



## NETWORK CONNECTION MAPS

The two graphs shown below depict the network of the RADIUS Fellows, Pre- and Post-Fellowship. The Pre-Fellowship graph includes many fewer connections overall and a more dispersed layout representing less density of connections. The Post-Fellowship graph includes many more connections and shows the enhanced density of connections in the middle, with scores of organizations packed tightly in the centre due to their connections to most or all Fellows.

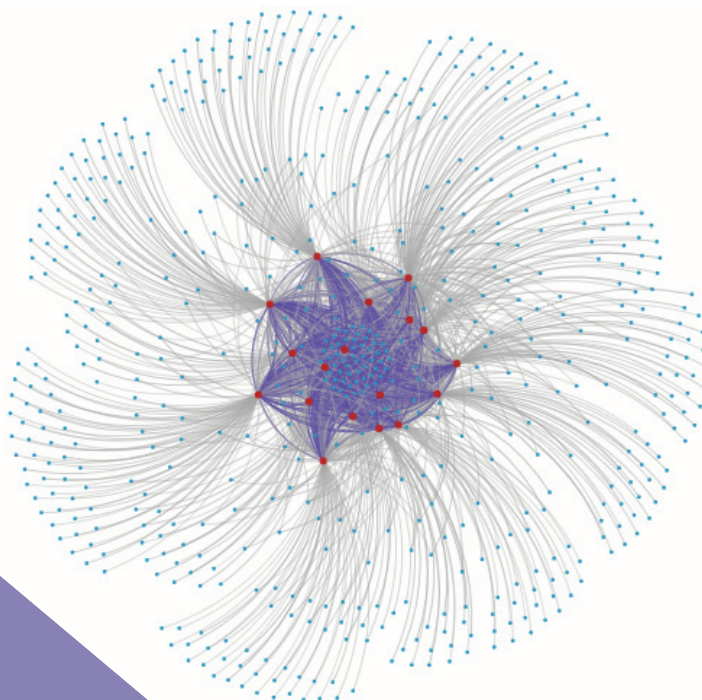
Fellows' Networks,  
Pre-Fellowship



### Legend:

- Fellows
- Local Organization

Fellows' Networks,  
Post-Fellowship



## REFLECTIONS AND NEXT STEPS

On [page 7](#) of this report we shared some of the key intentional adjustments made as we designed and hosted the 2018 Fellowship. A couple of reflections are offered on each of these aspects below.

- **Recruitment:** In 2018, we prioritized recruitment and selection around ‘themes’ of work, corresponding to areas of work that RADIUS was most involved in. Our hypothesis at the time was that we might be able to better support Fellows with knowledge on trends and connections to network actors where RADIUS has the most focus. What we found was that there was uneven interest in applicants across the four theme areas (resulting in almost half the cohort focussed on the Future of Education and only one person focussed on the Future of Work, as an example). We also found that there was some differing expectation regarding how much content RADIUS would bring into the Fellowship sessions within each of the four ‘themes’. Going forward, we plan to revisit this approach as a team to see if a similar targeted recruitment and selection process is helpful for subsequent years.







- Applicant Review Process:** For the first three years of the Fellowship, we relied solely on online applications. For this cohort, we added in-person group interviews to the process to aid both RADIUS and the applicants to get a better sense of the people involved in the program. Once the cohort invitations were sent, we also offered an ‘Orientation Night’ where the prospective Fellows got to meet one another, the entire RADIUS team, and learn more about the specifics of the curriculum before deciding to move forward. We felt that this process offered incredible value both for RADIUS and for the prospective Fellows. It allowed us to meet one another, ask more questions, and subsequently to ascertain mutual fit (cultural and programmatic). We plan to keep a similar process going forward.
- Mid-Point Retreat:** We added in an offsite, day-long mid-point retreat in 2018. Fellows indicated that it was one of their favourite sessions, and we believe we should continue this going forward, so far as funding allows. Being offsite allowed for a refreshing change of scenery, and the chance to eat a meal together mid-day was reported to be helpful for social bonding. Going forward, we might shift the programming of the mid-point retreat to have a bit more intentional time reflecting together on the program components to date.
- External Guests and Facilitation Team:** In our prior Outcomes report, we indicated our intention to seek out more session hosts from traditionally marginalized communities, and we felt that we were somewhat successful with this in 2018. The original roster of coaches offered to the Fellows in 2018 was identified as insufficiently diverse, so we added in another coach in response to help address this oversight. Going forward, we will continue to prioritize showcasing perspectives and expertise from diverse intersections of our society. Further, we plan to explore options for having the RADIUS Fellowship co-led by a team of facilitators/hosts (vs one program manager), and inviting in an advisory group to help highlight any possible blind spots.

## CLOSING GRATITUDES

---

We were happy to see a strong set of positive metrics come from our Fellows again this past year, and feel honoured to be able to support our Fellows to each grow as humans and have increasing impact in Metro Vancouver and beyond.

We'd like to express our deepest thanks to our 16 Fellows who took part in our 2018 cohort - for digging in, sharing, challenging, supporting one another, and offering up their valuable time and energy. It has been a pleasure to get to know you better and be inspired by your amazing drive and passion.

Thank you to the many guests, coaches, and presenters who joined us during the 2018 cohort - your perspectives and areas of expertise helped to enrich the experience for us all. Thanks also goes to our 2018 photographer, Matt Hans Schroeter, whose fantastic photos you see here in this report.

Thank to you the RADIUS team and to the RADIUS Hub community, for welcoming the Fellows with openness and generosity.

And lastly, thank you to our generous funders, without which we would not be able to keep this program running in way that allows for access regardless of the applicant's financial capacity to pay.





“At the core of the Fellowship program is a powerful truth: ‘If you intend to cause change in the world, you need to start and continue to change from within and grow yourself.’”

“I loved it! I feel so grateful to have been included in the Fellowship program. It helped deepen my resolve to my work and the community.”



“The RADIUS Fellowship has been unlike any other experience I’ve had previously. It was a rare opportunity to stop, reflect on my leadership capacity and ambitions, and set new directions. It has been one of the most probing, authentic, and impactful personal experiences of my professional career so far, and I’m grateful to the Fellowship for a rare opportunity to grow so much as a citizen, leader, and person.”



The 2018 RADIUS Fellowship was generously funded by:



BEEDIE SCHOOL  
OF BUSINESS  
SIMON FRASER  
UNIVERSITY

vancouver  
foundation



Charles Chang  
Institute for Entrepreneurship







“RADIUS was the family I needed in my post-university, young professional life. I was instantly welcomed into a community of incredible innovators who not only shared their knowledge, but actively invited me to participate. Learning alongside other Fellows was an absolute gift, and I will carry their energy and passion forward with me in all my future work.

”





**RADIUS**

A Social  
Innovation Hub

200 – 308 West Hastings Street  
Vancouver, BC V6B 0P7



[radiussfu.com](http://radiussfu.com)



[@radius\\_sfu](https://twitter.com/radius_sfu)



[/radius.sfu](https://www.facebook.com/radius.sfu)



[radius\\_sfu](https://www.instagram.com/radius_sfu)



**BEDDIE SCHOOL  
OF BUSINESS**  
SIMON FRASER  
UNIVERSITY