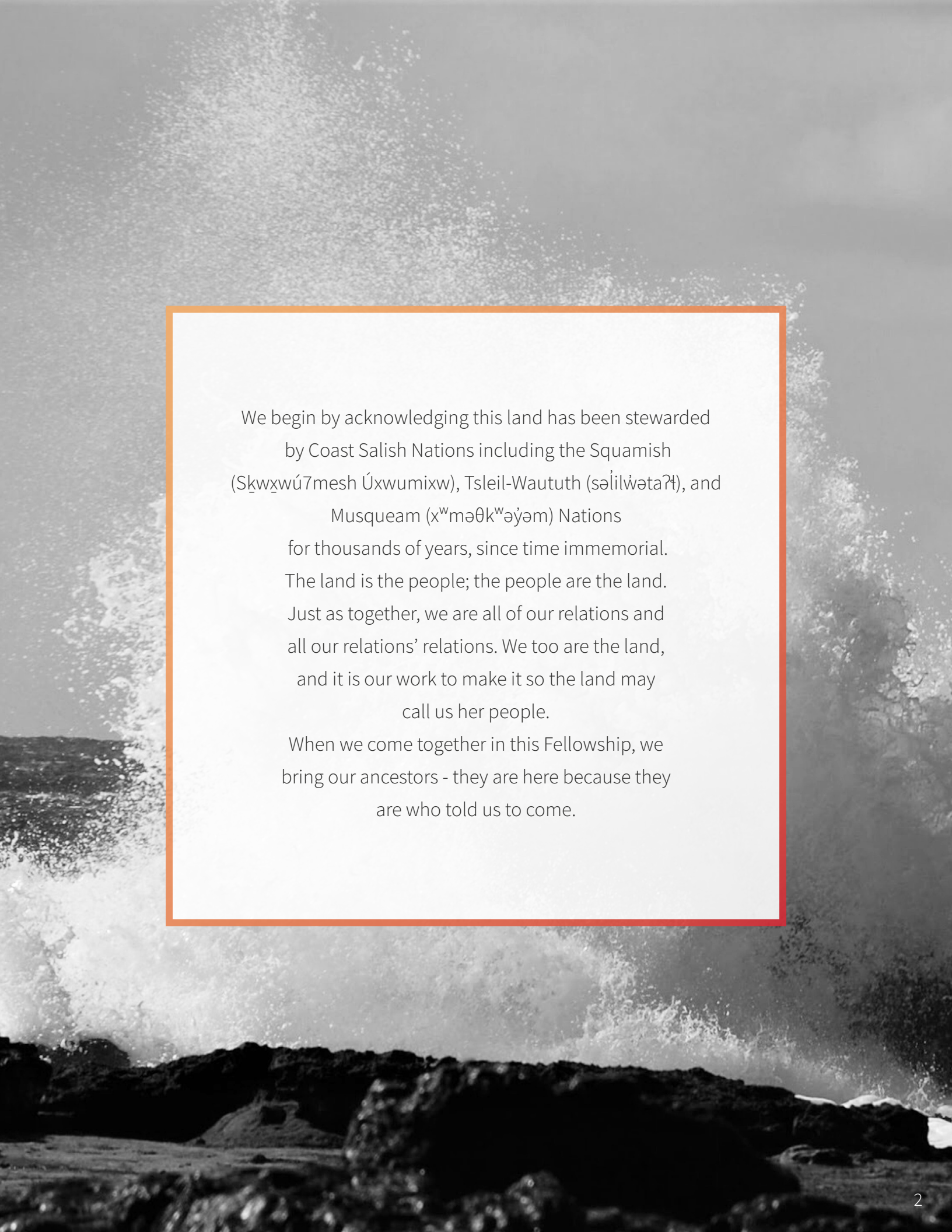


The RADIUS Fellowship

Outcomes Report 2020



We begin by acknowledging this land has been stewarded
by Coast Salish Nations including the Squamish
(Sk̓wx̓wú7mesh Úxwumixw), Tsleil-Waututh (səlilwətaʔt), and
Musqueam (xʷməθkʷəy̓əm) Nations
for thousands of years, since time immemorial.
The land is the people; the people are the land.
Just as together, we are all of our relations and
all our relations' relations. We too are the land,
and it is our work to make it so the land may
call us her people.

When we come together in this Fellowship, we
bring our ancestors - they are here because they
are who told us to come.



WHO IS RADIUS?

RADIUS is a social innovation hub based out of Simon Fraser University's Beedie School of Business and located in the heart of Vancouver at the Charles Chang Innovation Centre.

At RADIUS, social innovators and entrepreneurs are collectively working towards a transformed economy that is just, inclusive, resilient, and sustainable. Our work is to collaboratively build the shared capacity, networks, and solutions needed to help get us there.

OUR PRINCIPLES

RADIUS aspires to embody the following principles in our strategy, programming, practice, relationships, and work culture:

We centre equity in our design, strategy, and daily work

We value the knowledge, experiences, and histories in the margins of any given system

We engage in reciprocal relationship building

We are an open, learning organization

We know future systems will draw on the new and the old

We balance this ambitious work with honouring our limits

THE RADIUS FELLOWSHIP

The RADIUS Fellowship has existed since 2015 as the premier professional development opportunity for emerging social innovators from across Metro Vancouver. During this intensive four-month experience, cohort members meet on a weekly basis to collaboratively develop their personal and professional capacities, grow their networks, support each other, and build connections across the social change ecosystem. The program culminates in a public event called Emerge where Fellows lead discussions with influencers, stakeholders, and community members.

The 2020 Fellowship was the sixth annual iteration. It was made possible with the support of Shaw, Scotiabank, SFU's Beedie School of Business, SFU Innovates, and the Charles Chang Institute for Entrepreneurship.

"The Fellowship has helped me find clarity on what issues really matter and connect with me and what skills and passions I have that can help further those causes. It's also granted me a network of people that I would have no hesitation to call for support in my personal life or in my changemaking work."

- 2020 RADIUS Fellow

9/10

overall satisfaction
with Fellowship
experience

How would you rate your knowledge of
where or how you might make an impact in the system(s)?

1

5.3

7.1

10

On average, Fellows reported a 34% increase in knowledge of where or how to make an impact from pre- to post-Fellowship.

How would you rate your skills and capacities as a changemaker?

1

5.3

7.5

10

On average, Fellows reported a 42% increase in changemaking capacity from pre- to post-Fellowship

94%

willingness to
recommend the
program to their
networks

WHY DOES METRO VANCOUVER NEED A FELLOWSHIP?

Fellows tend to be people in transition between life stages, vocations, or locations. In knowing that change cannot happen in isolation, silos remain a mainstay of the social purpose sector. The RADIUS Fellowship began in 2015, in part, to address the rise of reported social isolation amongst emerging leaders in Metro Vancouver. Never has that challenge been more pronounced and present due to the COVID-19 pandemic. Our rapidly changing social and economic landscape has reaffirmed the RADIUS Fellowship's belief in the importance of connection and community in supporting new leaders pursuing a purpose-driven life.



"I believe that there is no better place to learn and engage than a place which values the diversity of all people is one that is just, building solutions and supporting leaders of system change. As a refugee and newcomer living in Canada, relation building has been very challenging and having a free space for creativity and learning is something that I always valued."

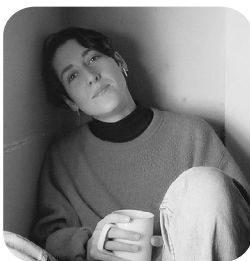
- Mohamed Zaout on why he applied.

MEET THE FELLOWS

The 2020 cohort welcomed 20 engaged and inspiring changemakers. Their diverse backgrounds led each of them to work in a variety of fields, from education, to tech, to health, in many of the region's most notable non-profit organizations, and social ventures. To read more about the cohort, check out their biographies in our [announcement blog](#).

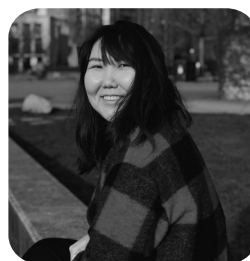
55

Applicants



27.5

Average age



3

Co-Hosts



5

Advisors



20

Participants

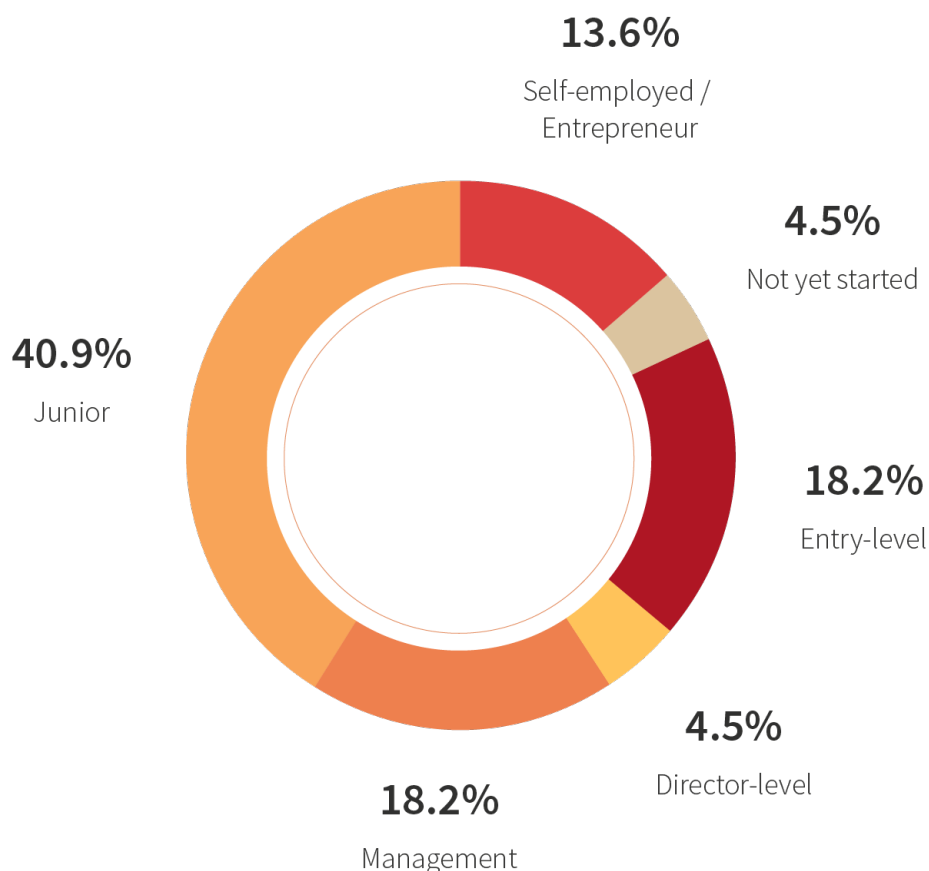


FORMING THE FELLOWSHIP

The Fellowship adjusted its invitational approach in 2020. Advice from the Advisory Committee and reflections on previous iterations further clarified “Who the Fellowship is for?” and “How do we affect change?”

Co-Host Aslam Bulbulia, elaborates about the evolving praxis and commitment to access and decoloniality in RADIUS’ recruitment [announcement blog](#). The updated selection process sought to enhance access by lowering the financial barriers to participation, humanizing the application process through open activities with the Co-Hosts, and establishing a minimum threshold of anti-oppression awareness to increase the relational safety of the cohort as they explore personal themes of power, privilege, and positionality in systems change.

The Fellowship selection process aimed to blend applicants with existing network access and resources with newcomers and those with deeper decolonial ways of knowing with individuals who may be earlier on in their justice, equity, diversity, and inclusion (JEDI) journey. As a result, the 2020 Fellowship saw greater diversity in career stage and age than in previous iterations.



FELLOWSHIP 2020 GUIDING PRINCIPLES

Whether Fellows end up in social entrepreneurship, the public or private sectors, or within non-profit institutions, deep self-knowledge will be the greatest factor in how they show up as systems leaders. We believe that relationships are the catalysts of experiential learning, hold us accountable to our changemaking aspirations, and help us excel.

“You are the best project to work on.”

IF

relationships form and maintain between Fellows, Co-Hosts, the Advisory Committees, and the Land;

THEN

Fellows will be better able to analyze complex problems, know where they fit into problem spaces, dream new futures, and take action towards a better society;

BECAUSE

relationships generate acknowledgement, allow humans to be seen, heard, and celebrated, and build accountability, responsibility, and empathy.

IF

Fellows have an opportunity to feel the benefit of relationships and a just society;

THEN

they will want to offer this way of being to others in their communities;

BECAUSE

it is an embodied experience and they won't want to return to social systems not based on health, wellbeing, and relationship.

2020 FELLOWSHIP GOALS

The overarching aim of the Fellowship is to identify, profile, support, and catalyze emerging social innovators and changemakers. The goals are to:

1. advance the Fellows' individual skills and capacities as changemakers;
2. build a cohesive community within the cohort to help provide support now and into the future; and
3. improve the networks and profile of Fellows in the social impact community.

Following the reflections of previous years, and a guiding workshop from the [Raven Institute](#), the 2020 Fellowship Co-Hosts embedded two additional decolonizing practices within the programmatic goals:

1. provide self-in-system frameworks for Fellows to understand their social location and role in their chosen system(s); and
2. explore decolonial ways of being and learning with local knowledge keepers and leaders.



"I truly admire how the Fellowship has shifted in the last year. I am in a stage where I need guided internal reflection on what it means for me personally to be a changemaker."

- Khayla Almonte-Davila on why she applied

EVOLUTION OF GOALS & STRUCTURE

In line with decolonial thinking, the 2020 Fellowship took extra steps to centre the leadership of Indigenous peoples, bring in community Elders, in the many forms they take, and increase the capacity of the facilitation team. To do this, the 2020 Fellowship added an Advisory Committee to help guide the Fellowship's growth, to bring in a layer of community accountability, and to support the hosting team. The committee consisted of Michelle Nahanee, Vanessa Richards, Camille Dumond, Alexander Dirksen, and Candice Day. The advisors are all exceptional leaders from within the RADIUS SFU family as well as community influencers and educators who were able to provide an external lens.

Additionally, Laura Gaaysiigad Cuthbert and Nigel Mojica were invited to join the facilitation team alongside returning Co-Host and lead Aslam Bulbulia. Read full team biographies on the Fellowship [program page](#).

As Lead Co-Host, Aslam, [notes](#), "Some of these changes might seem surprising for a social innovation centre, but as we reflect on our decolonization journey, we recognize that what is often branded in innovation, is old wisdom."



Aslam Bulbulia



Laura Gaaysiigad
Cuthbert



Nigel Mojica



Candice Day



Vanessa Richards



Ta7talíya Michelle
Nahanee



Camille Dumond



Alexander Dirksen

LEARNING OBJECTIVES

The Fellowship 2020 learning outcomes also evolved from previous years. At the end of the Fellowship we aimed for Fellows to be able to:

- a. leave with a more deepened understanding of their own power, privilege, and positionality when working in social innovation and systems change;
- b. mobilize their knowledge and networks by integrating learning into their lives and sharing their personal learning and the networks they have made with others in their community;
- c. demonstrate an understanding of decolonization and Indigenization as it relates to systems change and leadership;
- d. recognize the urgency of working against climate change through economic transformation and relationship with land; and
- e. build and maintain a community to support them in their changemaker journey.

DEVELOPMENTAL EVALUATION STRUCTURE

The Fellowship 2020 program was continually assessed and adapted using a dynamic developmental approach that was centered on nurturing the Fellows' learning experience and increasing the program's impact. The Fellowship embedded feedback, on an ongoing basis, in addition to midpoint individual check-ins and pre-and post program surveys. Some evaluation highlights are included to the right.

EVALUATION HIGHLIGHTS

94%

of Fellows will recommend
the program to a friend

9/10

Fellows rank their
satisfaction with the program

94%

of Fellows felt very or a great
deal connected to their
cohort by the end of the
Fellowship

100%

of participants reported
increased knowledge in how
to make an impact - at a 34%
growth average

HIGHEST RATED SESSIONS

RATED 9/10 OR ABOVE

Decolonial Introductions with Elder Sempulyan

Fellows explored questions of identity, history, and belonging including “What’s the meaning/story behind your name?” “Whose land were you born on?” “Whose lands do you live on now?” and “Where are your ancestors/chosen ancestors from?”

Imagining/Remembering a Just, Inclusive Economy with Candice Day and Dara Kelly

Fellows looked to the past to imagine what equitable future economies may be possible.

Authentic Leadership: Target and Agent Identities with Nigel Mojica and Aslam Bulbulia

Facilitators drew on Leticia Nieto’s work on identity development as Fellows analyzed the psychological dynamics of oppression and privilege.

Personal Healing with Vanessa Richards

Fellows explored dance, song, art, and creative as new avenues into personal expression and understanding.

LOWEST RATED SESSIONS

RATED 6.5/10 - 7.5/10

Emerge Prep with the Co-Host Team

Fellows were given additional time to prepare, rehearse, and fine tuning speeches and facilitation formats as their Emerge presentations shifted online.

Extended Check-In with the Co-Host team

A virtual check-in with no learning objectives where Fellows share the simple joys of their favourite YouTube videos.

Transitioning to Online Check-In with the Co-Host Team

The first attempt at a virtual meeting after the COVID-19 lock down where Fellows discussed and voted on whether the program would continue online.

ADJUSTING TO COVID-19

Notably, three of the highest rated sessions were early in the Fellowship and before the COVID-19 shut down, so fellows were able to attend in person. The three lowest rated sessions were all loosely formatted conversations and check-ins that were adjusted to be online at the last minute or specifically created in response to digital transitions because of COVID-19.

Although Fellows rated two of the COVID-19 specific sessions lower than other gatherings, every end-of-program survey response reported high satisfaction with digital offerings and remote community building.



“The Fellowship has given me new friends, new perspectives, and new skills for creating change in my communities. As well, during a global pandemic, the Fellowship helped make sure that I stayed emotionally and mentally balanced.”

- 2020 RADIUS Fellow

“The Fellowship has helped me cope with adjusting to the pandemic. It was a virtual oasis for me that gave me something to look forward to every week, and building community during a pandemic helped me conjure up hopefulness.”

- 2020 RADIUS Fellow



STORY OF THE 2020 FELLOWSHIP



What was the RADIUS Fellowship like this year? In summary, we came together and supported one another through a difficult season. Having the weekly sessions where we could check in with one another, share our fears and concerns, allow ourselves some pleasant distractions, and find moments of joy, made this year's Fellowship more powerful than ever. Through adversity, we found connection.

Prior to our shift online, the 2020 cohort met in person just five times. We were fortunate to lay the foundations of the relationships we would foster over the coming months through a retreat that involved deep learning and sharing about our own personal histories. The week before COVID-19 closures happened, RADIUS Staff and Fellows were scheduled to have an in-person social, and this is where we first tested the idea of gathering online. Through some genius facilitation by Laura Gaaysiigad Cuthbert, who used shared slide decks and lots of fun interactive activities, we saw what might be possible in an online learning environment.

**2020 IS A UNIQUE LEAP YEAR.
IT HAS 29 DAYS IN FEBRUARY, 300 DAYS IN
MARCH, AND 5 YEARS IN APRIL.**

With the support of the Fellows at a time when we were not sure when things would ‘return to normal,’ we transitioned to an online learning platform relatively smoothly. We became experts at 3-hour long Zoom calls every Tuesday evening, and Fellows often stayed on the call long after sessions ended to recreate the informal chats that would have happened in person.

For the first time, we brought Emerge online this year, an event that saw 106 participants in attendance. A few days before the event, George Floyd was murdered. As we witnessed the protests that followed and held our communities in grief, we also collectively and individually critically examined the many systems we are a part of. This examination was possible because of an emergent, iterative curriculum that changed constantly based on the needs of the group. These ongoing adaptive conversations strengthened the Fellows’ ability to bring a critical lens and do the relational work needed for these times. Despite being a different format and a difficult time, Emerge was a highlight for many attendees, who described the gathering and the ideas brought forward by Fellows as a moment that brought some hope into the world and restored their faith that things were going to be okay.

More than ever, this year we tried to allow, encourage, and welcome different ways of being and relating with one another into our Fellowship. We emphasized the importance of connecting with our ancestors, embodying wisdom and knowledge through dance, music, laughter, joy, and fostering wholeness through connecting our bodies, minds, and spirits.



This work was enabled by a facilitation team of three Co-Hosts, a first for the Fellowship. Having multiple facilitators allowed for multiple perspectives and supported us in providing deeper community care to our cohort. It also ensured that Co-Hosts had the support and care they needed to not burn out.



In addition to Co-Hosts, for the first time, the 2020 Fellowship had a team of Advisors supporting the program. This support structure allowed a broader sense of community for the Fellows, and Advisors spoke to the gift they received by getting to witness and being part of the Fellows' journeys. Vanessa Richards, Fellowship 2020 Advisor, reflected, "Mentorship is a way of realizing our full human potential."

Despite some beautiful closing words the Fellows exchanged in their final session, there remained a feeling of incompleteness and a desire to meet in person. While Fellows have taken it upon themselves to meet in safe ways over the summer and fall, a final in-person event for the 2020 cohort would bring a sense of closure to the Fellowship 2020 experience although this may not happen for quite some time!



WHAT WENT WELL

PEDAGOGY OF CARE

The Fellowship centred the Fellows' holistic well-being. While the learning was rigorous, it was important to hold Fellows in their discomfort. Somatic check-ins were incorporated to build an awareness of how learning was taking place in the Fellows' bodies and where their edges lay. Time was also made for Fellows to have one-on-one check-ins with Co-Hosts, and weekly feedback forms gave Fellows the opportunity to provide ongoing feedback on how they were doing and what additional support they needed.

While focused on personal development, the Fellowship also supports the development of a community and must tend to the relationships within it. Trust was built through storytelling and by pre-empting conflict with a process for when conflict shows up in the group.

COMMUNITY OF CARE

In order to provide this level of care, the Co-Host team needed its own support systems. The three Co-Hosts supported one another with complementary skill sets which also allowed the Co-Hosts to take breaks, recharge, and reset.

The support provided by RADIUS' Associate Director of Education and Training and the rest of the RADIUS team was invaluable, as was the RADIUS Facilitators' Community of Practice, where Co-Hosts had a chance to debrief their sessions, learn new skills, and hone their practices.

EMERGENCE

The ability to respond to changing circumstances during this particular time meant reshaping the curriculum more than once. Drawing on a broader network of community educators, facilitators, and advisors meant the Co-Hosts were able to respond to the emerging needs of the moment. Having flexible agendas during the retreat and sessions also allowed the program to serve the Fellows' needs rather than a preset agenda.

QUESTIONS WE ARE SITTING WITH

Where Do We Fit in the Leadership Development Ecosystem?

When the RADIUS Fellowship started, it was one of the very few development opportunities for young people in the city. Over the last few years, a number of cohort-based programs have emerged and building relationships with the convenors of these programs allows RADIUS to position our work that plays into our particular strengths to serve the overall needs of the community.

Furthering Decolonial Commitments

RADIUS' ongoing commitment to this land and the people who have stewarded it for generations requires deeper introspection on how we centre Indigenous wisdom in our work and how we connect our communities to the land - both in its settler-occupation and in the face of widespread environmental destruction.

These commitments ask us to examine who has access to this work, the timelines that we operate under, and how we may support overall planetary, human, and beyond-human life through the Fellowship. Given the moment we are in, we must question long-held assumptions about the capacity of Fellows and our workplaces to deliver, remain present, absorb, care, act slowly, and rest.

Community-Fellows Connections

In future offerings, we want to build more points of connection between the Fellows, Advisors, alumni, and broader community members. While it can be overwhelming to establish so many new relationships over such a short period of time, advisors and alumni have expressed their desire to offer more direct support to Fellows in their journeys.

Online vs. In-Person Facilitation

The unplanned shift online has allowed us to rethink what our delivery model might look like in the future. While several Fellows reported missing in-person sessions, having a combination of online and in-person experiences may help with physical and geographic accessibility concerns, allow for asynchronous learning, and more possibilities and reach.



GRATITUDES

It takes a village to nurture a community. This Fellowship would not have been possible without the advice, time, and support of many cherished community leaders. We are deeply grateful to all of the guest facilitators, speakers, and support staff who gave their energy and expertise to this program. We would like to extend our thanks to our generous Alumni community and friends of the RADIUS Fellowship who showed up to Emerge with open hearts and mind.

To our sponsors, Shaw, Scotiabank, SFU's Beedie School of Business, the Charles Chang Institute for Entrepreneurship, SFU Innovates, and one unnamed donor, we are very grateful for your confidence in our ability to provide a deeply meaningful and impactful opportunity for this next generation of leaders in the Metro Vancouver region.

Finally, a big thank you to our Fellows for their willingness to co-create, adapt, and support each other on this learning journey during unexpected times.

