



The RADIUS Fellowship

Outcomes Report 2021

ACKNOWLEDGEMENTS

We begin by acknowledging that this land has been stewarded by Coast Salish Nations including the Squamish (Skwx̱ wú7mesh úxwumixw), Tsleil-Waututh (səl ilw̓ ətaʔt) and Musqueam (x̣ʷməθkʷəy̓ əm) 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're 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 collaboratively builds the shared capacity, networks, and solutions needed to help get us there. From our position within an academic institution, we acknowledge that we continue to benefit from oppressive systems. We desire to use this power to challenge the status quo. We don't have all the answers, but believe a transformed economy will be built by community-led solutions and the redistribution of leadership.

OUR PRINCIPLES


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




Centre equity in our design, strategy, and daily work.




Value the knowledge, experiences, and histories in the margins of any given system.




Engage in reciprocal relationship building.



Be an open, learning organization.



Know future systems will draw on the new and the old.



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 and systems changemakers from across the Metro Vancouver region. The Fellowship aims to create a space for self-inquiry, personal and professional development, and relationship building.

By switching to an all-online delivery model due to COVID-19 and ongoing health guidelines, this year's program was RADIUS' first to welcome Fellows from across Canada. During this intensive three-month experience, cohort members met regularly to build relationships with their peers, learn from people working towards change in their communities, and explore strategies for social change. The Fellowship was delivered through a mix of three-hour sessions on Wednesday evenings and three Saturday virtual retreats.

The Fellowship aims to identify and nurture emerging changemakers by fostering the support systems they need to pursue work with passion and purpose. We create space to collectively reimagine a just and sustainable future. Together, Fellows address the most pressing issues facing our communities through networks, relationships, and brave spaces for critical and creative thinking.

LIFE AS A FELLOW

In the Program, all Fellows:

- Gathered virtually for weekly evening cohort sessions;
- Grew their community to include those in the RADIUS network;
- Gave and received regular feedback within the cohort;
- Built a culture of collaboration and understanding;
- Were featured on the RADIUS website and social media channels; and
- Connected, discussed, and collaborated with a collection of other outstanding Fellows.

The 2021 Fellowship was the seventh annual iteration. It was made possible with the support of **Shaw, RBC Future Launch, Scotiabank, the Beedie School of Business, the Charles Chang Institute for Entrepreneurship, and SFU Innovates.**

The Fellowship has connected me with an amazing network of diverse people doing impactful work nationally and globally! I joined at a challenging moment of my life, but left with a sense of belonging, self-value, and strength. Also, I'm thankful for being able to do the program remotely from Ontario and still have generative, authentic, and difficult conversations on what matters most to truly foster a hopeful future for all.



Lucksini Raveendran

IMPACT AT A GLANCE:

100%

of Fellows felt a level of connection to their cohort by the end of the Fellowship

+18%

Average reported increase in **changemaking skills and capacities**

from 56% to 74%

+15%

Average reported increase in **knowledge of how to make an impact**

from 57% to 72%

MEET THE FELLOWS

The 2021 cohort welcomed 23 engaged and inspiring changemakers. Their diverse backgrounds have led each of them to work in fields spanning non-profits, tech, law, art, and beyond—all with the shared goal of making meaningful change. To read more about our cohort, check out their biographies in our [announcement blog](#).



Alyssa Quan



Joanne Li



Asad Chisthi



Aicha Araba Etrew



Lucksini Raveendran



Joanne Finlay



Ranah Chavoshi



Fernanda Diaz-Osorio



Emilia Belliveau



Zahra Haq



Jean-Sébastien Dufresne



Safder Raza



Charlotte Caron



Kayla Jaffe



Yasmin Majdnia



Fatima Ahmed



Joy Ralamboarisoa



Ismail Askin



James Infante



Yasemin Tanaçan-Blacklock



Simmi Dhaliwal



Stephanie Johnson



Elana Mabrito

What are the most significant changes you've made as a direct or indirect result of participating in the Fellowship?

I've made some decisions that have helped me move forward in what I want to do in my life. I have taken more time for myself.

I've reflected more on my leadership journey and skill set. I have reflected on everyday life and paused to revisit all the growth.

My confidence has increased. I can relax a bit more and be more reflective in some of my responses and actions.

What was the highest impact and most valuable part of the Fellowship for you, and why?

The breakout room sessions. It strengthened the bond we shared as fellows by discussing our ideas, sharing information, and ranting our confusion, fears, and issues.

Learning in a cohort was the most valuable part of the Fellowship because I learn the most through other people; hearing their diverse and sometimes similar but more articulate perspectives was so powerful for my growth journey.

Carefully considering who and when, and how I connect and extend myself.

The deep democracy session - so incredibly informative and eye-opening and something I will be looking into more.

What are the most significant insights or learnings resulting from your participation in the Fellowship, and why are these significant for you?

It's never late to start something new. This is significant for me because when I decided to read for another Masters in Communication and focus on gaming and animation. I was sceptical; however, I'm optimistic now, even if it means taking baby steps.

Learning to reach out and ask guest speakers and facilitators for a meeting or out for a coffee was significant for me. I haven't done it yet but hearing how many previous Fellows had and now have flourishing relationships was very important for me to hear so that I could know I could do that too.

Finding people who share the same values.

I feel part of this cohort as opposed to when I first started. They were so impressive as a team.



I had no idea what I was getting into when I started the RADIUS program. By the end of it, I had a firmer grasp of who I was and where I came from, had found the courage to leave my job to pursue my values, rediscovered my passion for storytelling and made some amazing friends that will stay with me forever. The RADIUS program helped me - and others - reckon with our identities and our places in the world in a way we never had to do before.

Ismail Askin

ASK THE FELLOWS: WHAT BURNING QUESTION KEEPS YOU UP AT NIGHT?

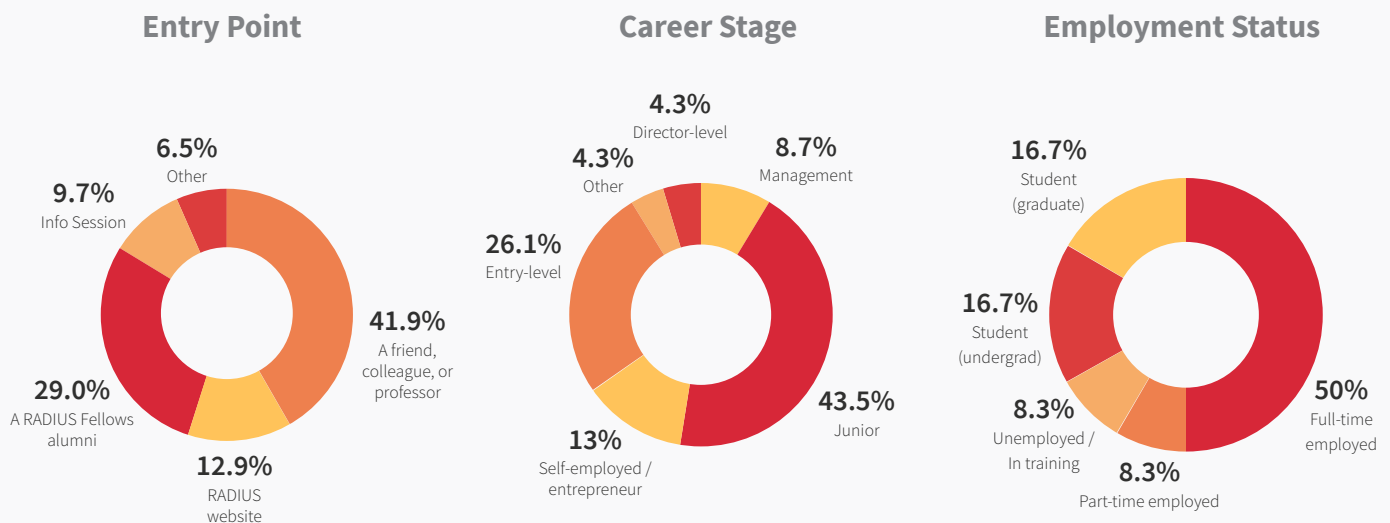


FORMING THE FELLOWSHIP

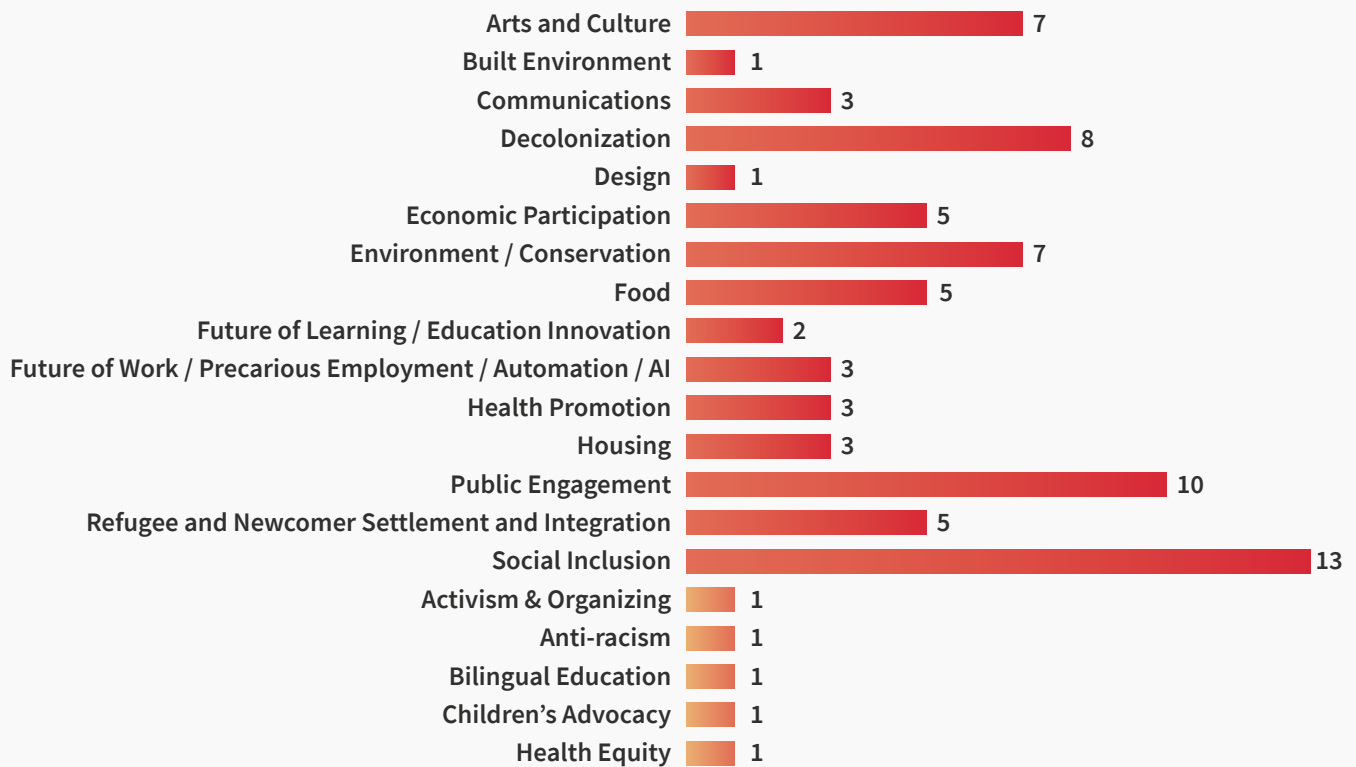
Continuing with our equitable pay-what-you-can fee model, the 2021 Fellowship was our most accessible yet. In addition, the digitally-facilitated learning experience allowed us to host our most geographically dispersed and largest cohort yet, with 23 participants joining from across the country. We sought to enhance access in our selection process by eliminating financial barriers to participation, humanizing the application process through casual info nights and activities with returning Co-Host Nigel Mojica and Education & Leadership Manager Kate Nickelchok, and establishing a minimum threshold of anti-oppression awareness to increase the relational safety of the cohort.

The 2021 Fellowship selection process aimed to balance applicants with existing network access and resources, newcomers and those with deeper decolonial ways of knowing, and individuals who were earlier on in their justice, equity, diversity, decolonization, and inclusion (JEDDI) journey. As a result, the 2021 Fellowship saw greater diversity in career stage and age than in previous iterations.

2021 Fellows Breakdown by Entry Point, Career, and Employment Status



FELLOWS' AREAS OF IMPACT



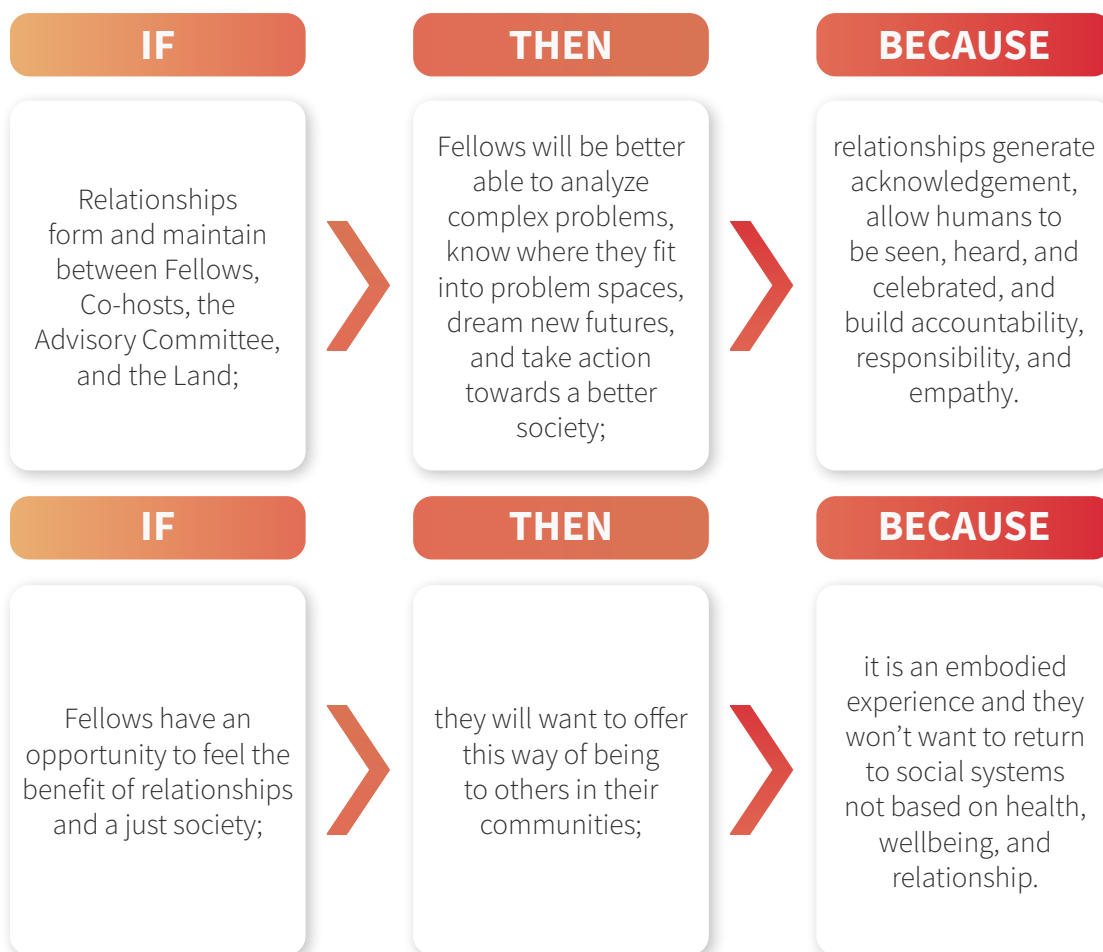
Innovation and changemaking are inherently interdisciplinary. For this reason, the Fellowship Selection Committee purposefully designed the cohort to have a blend of diverse spheres of action and influence. That said, we actively recruited applicants who were working towards positive change in our programmatic areas (Health Promotion, Indigenous Entrepreneurship, Refugee Livelihoods, the Future of Work and Civic Innovation) to provide more targeted networking and mentorship opportunities.

2021 FELLOWSHIP PROGRAM

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 catalyze experiential learning, hold us accountable to our change-making aspirations, and help us excel.

“You are the best project to work on”



2021 FELLOWSHIP GOALS

The overarching aim of the Fellowship is to **identify, profile, support, and catalyze emerging social innovators and systems changemakers.**

Our goals for the Fellowship 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.

Learning Objectives

At the end of the Fellowship, we aim for Fellows to be able to:

1. Leave with a deepened understanding of their own power, privilege, and positionality when working in social innovation and systems change;
2. Mobilize their newly integrated knowledge and networks by sharing their personal learning and connections with others in their community;
3. Demonstrate an understanding of decolonization and Indigenization as it relates to systems change and leadership;
4. Recognize the urgency of working against climate change through economic transformation and relationship with land; and
5. Build and maintain a reciprocal community to support them in their changemaker journey.

Developmental Evaluation Structure

The 2021 Fellowship program was continually assessed and adapted by the facilitation team using a dynamic developmental approach that centred on nurturing the Fellows' learning experiences and increasing the program's impact. We embedded Fellow feedback opportunities using an ongoing feedback form, mid-point survey, and individual check-ins.

STANDOUT SESSIONS

Target/Agent Skills with Fellowship Co-Hosts - 4.43/5

Facilitators drew on Leticia Nieto's work on identity development and Fellows reflected on the psychological dynamics of oppression and privilege.

"I loved this workshop! Definitely keep it!"

"Found this very interesting information. New skills to practice and use. Challenging myself and noticing patterns in others"

Deep Democracy with Aslam Bulbulia - 4.14/5

Former Fellowship Co-Host Aslam Bulbulia shared key principles and practices from Deep Democracy pertaining to role theory in groups and navigating conflict. Fellows had a chance to reflect and participate in a conflict process demonstration.

"Very interesting topic, wished we had more time to better focus on how to represent the minority voice in crucial decision-making with examples and practice sessions. This should be a two-day session."

Opening Retreat with Co-Host Team and Vanessa Richards - 4/5

Fellows explored questions of identity and history, including "what is the meaning/story behind your name?" and "who are your people?" Fellowship Advisor Vanessa Richards joined for the second half of the virtual retreat and led the group through a series of body-focused, movement-driven, and creative exercises geared towards helping the cohort connect in new ways.

"Vanessa's facilitation skills were awesome. That's another thing I'm taking with me."

WHAT WENT WELL:

Relationship Foundations

At the close of this year's program, many Fellows remarked that it felt like the beginning of the group's journey together, rather than the end. Increasingly, a key offering of the program seems to be simply bringing together, intentionally introducing, and building community with a diverse group of thoughtful, caring, committed individuals. Offering abundant spaces for Fellows to connect and exchange wisdom with one another was a priority with this year's all-online program. What emerged was a peer learning atmosphere in which Fellows could explore their identities, share perspectives, and support one another's personal and professional journeys.

Pedagogy of Care

The 2021 Fellowship began over a year into the pandemic, and the approach to delivering the program was largely shaped by the group's needs in this unique time. Co-hosts tried to centre Fellows' holistic wellbeing through body-based exercises, time for grounding and reflection, and spaces for participants to access support from each other and the co-hosting team. As themes around burnout emerged, Fellows were invited to "come as you are and take what you need" in order to help normalize Zoom fatigue, resistance to being online, and quieter or more introspective moods.

Personal Exploration and Self-Reflection

Self-reflection in various forms emerged as a central component in this year's Fellowship. Different sessions offered space for Fellows to explore the alignment of their values and actions, consider the implications of their social locations, and simply check in with themselves and one another around general wellbeing. These opportunities for introspection occurred across a variety of sessions and topics, from the meaning of leadership to thinking about how to approach the future with stronger intentions and reflecting on life stories until now. This year's program was full of inward-facing sessions and moments.

QUESTIONS WE'RE SITTING WITH

Online vs In-Person

This year's program was the first all-online delivery of the RADIUS Fellowship. By doing so, we were able to reach participants in eight cities on three continents, expanding the program beyond Metro Vancouver for the first time. As we move through the stages of the pandemic, the question of whether to continue with an online format, return to in-person delivery, or explore a fusion of the two approaches is at the forefront of our thinking.

Connections in the Ecosystem

There is also an opportunity to think about the Fellowship in terms of its position within the landscape of other personal and professional development programs happening locally, nationally, and globally. How might we collaborate with, learn from, and explore complementary relationships with others working in these spaces?

Turning Inward

Noting the shift in recent years towards a greater emphasis on self-reflection, a question arises as to how to best serve the program's participants: how valuable is space for reflection, relative to more instructional content? What does an ideal balance of these elements look like, and how can they be interwoven in ways that expand understanding and illuminate personal truths?



PLANS FOR THE FUTURE

In the coming year, there will be an opportunity to reimagine how the Fellowship program is presented to the public, including to prospective participants. A priority for the Fellowship team heading into next year is to reflect the shifts in the program's focus areas in our communication about the Fellowship: namely, the emphasis on self-reflection and personal development.

Another important area to explore going forward will be the role of the Fellowship's incredible team of Advisors—we're wondering how to incorporate them more substantially into the everyday fabric of the program, and considering a potential shifting of their role towards supporting co-hosts, rather than external advisors.

Finally, we are considering how to expand the ways in which the program prioritizes RADIUS team and participants' needs and wellbeing, and how to offer more structured and substantial kinds of care. This might include exploring partnerships with counselling centres and other practitioners in healing modalities in order to have supports in place for responding to needs that emerge.



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 want to thank our generous alumni community and friends of the RADIUS Fellowship who showed up to Emerge with open hearts and minds.

To our sponsors at Shaw, RBC Future Launch, Scotiabank, the Beedie School of Business, and the Charles Chang Institute for Entrepreneurship, we are very grateful for your confidence in our ability to provide a deeply meaningful and impactful opportunity for this year's Fellows.

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

