

The RADIUS Fellowship

Outcomes Report 2022



ACKNOWLEDGEMENTS

We begin by acknowledging this land has been stewarded by Coast Salish Nations including the Squamish (Skwxwú7mesh 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'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 we hold 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

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. During this intensive three-month experience, cohort members met weekly and through three full-day in-person retreats to build relationships with their peers, learn from people working towards change in their communities, and explore strategies for social change.

The Fellowship aims to **identify, support, and catalyze emerging changemakers** and helps foster the support systems needed to pursue work with passion and purpose. It intends to support critical thinking around some of the pressing issues facing communities, networks of support, and relationships necessary for realizing shared visions and spaces of creative imagining for a just and sustainable future.



83
Applications

22
Fellows

2
Co-hosts

LIFE AS A FELLOW

In the program, all RADIUS Fellows:

- gather in-person for weekly evening cohort sessions;
- connect with one another and those in the RADIUS network;
- give and receive regular feedback within the cohort;
- build a culture of collaboration and understanding;
- are profiled on the RADIUS website and social media channels; and
- connect, discuss, and collaborate with a collection of outstanding other Fellows.

The 2022 Fellowship was the eighth annual iteration. It was made possible with the support of **RBC Future Launch**, **Scotiabank**, and the **Beedie School of Business**.



IMPACT AT A GLANCE

72%

Satisfaction Rate

+47%

Average reported increase
in knowledge of how to
make an impact

from 49% to 72%

+29%

Average reported
increase in changemaking
skills and capacities

from 51% to 68%

2022 FELLOWSHIP GOALS

A three-month journey designed to accelerate and amplify the impact of emerging changemakers. This fellowship aimed to:

- Advance the Fellows' individual skills and capacities as changemakers
- Build a cohesive community within the cohort to help provide support now and into the future
- Improve the networks and profile of Fellows in the social impact community
- Create a space for deep self-reflection

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

- Leave with a more deepened understanding of their own power, privilege, and positionality when working in social innovation and systems change;
- 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;
- Demonstrate an understanding of decolonization and Indigenization as it relates to systems change and leadership;
- Recognize the urgency of working against climate change through economic transformation and relationship with the land; and
- Build and maintain a community to support them in their changemaker journey.

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Meeting all the guest speakers and hearing what they had to share was a highlight for me.

Each person had such invaluable insights and experiences to offer, and it was a really positive knowledge sharing opportunity for me.

- 2022 Participant

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

Strengthened relationships & community

"The connections to the cohort and learning from each fellow and facilitators was invaluable and to see those relationships grow –I think I still have much to learn from them."

Finding collaborators & camaraderie

"I am excited that I've found long term collaborators who not only share my principles but would also challenge me in a constructive manner. That's rare!"

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

Radical solidarity and curiosity

"This fellowship reminded me there is radical power in solidarity. The most high impact and valuable part of the Fellowship were the community ties forged through the program — which is to say — the most valuable part of the Fellowship was the true kinship which bloomed within the RADIUS cohort. We as a community valued compassion and deep curiosity."

Community-led & decolonial learning spaces

"I really liked how the fellowship provided us with tools and stories to work with, leaving us with the flexibility to take away what we feel is relevant and important to our own particular situations. This is very important and unlike education in traditional schools and institutions. I really wish there would be more of this in the world."

Re-imagining systems change

"It was helpful to learn different ways to design interventions for systems change and how to mobilize different community groups. It is significant for me because systems change can feel overwhelming and having a structure or framework towards change is so needed."

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

Openness and relationship-building

"I feel more empathetic as a result of this program. I find myself suspending judgment, being generous with my patience, and slowing down when interacting with people who come from a different background than me. I learned that changemaking is a slow and relational process."

Connectivity and community

"I feel more pulled to stay connected with community. I've been able to connect with a diverse group of people and learned a lot about work in different sectors to support communities."

“

"I joined the Fellowship program after running a one-person operating non-profit organization for a few years.

The program gave me an opportunity to reflect on how I have run my organization by networking, connecting, and learning from other fellows and guest speakers.

It broadened my views and aspects from different angles. However, the biggest takeaway I got out of the program is the camaraderie."

-2022 Participant

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“

*My faith in people has been reinvigorated.
It feels like a more welcoming world knowing that
there are other changemakers out there deeply
committed to building and helping marginalized
communities day in day out.*

- 2022 Participant

”



MEET THE FELLOWS

The 2022 cohort welcomed twenty-two engaged and inspiring changemakers committed to driving deep and meaningful economic transformation, with an emphasis on elevating the perspectives, ideas, and leadership of communities, particularly centring the voices, ideas, and work of Black, Indigenous, and People of Colour.

Their diverse backgrounds and fields of change range from public sector to language access advocacy, to empowering newcomers, to community-driven research.

To read more about the cohort, check out their biographies in our [announcement blog](#).

FELLOWS ON WHY THEY APPLIED



Janani Ravikularam

Lately, I've been reflecting on what it means to be living in an ongoing pandemic and what our collective lessons learned from it are. The narratives of needing to "learn to live with Covid," "going back to normal," and bringing full productivity to work and life have been pervasive. These narratives are deeply rooted in capitalism, ableism, and white supremacy. This is particularly dangerous, as we've seen that the pandemic continues to disproportionately affect systematically marginalized people such as BIPOC, disabled people, migrants, and people of marginalized genders.

My reflections have come largely from learning from disability justice and Black and Indigenous liberation movements. In learning from and following this leadership, a key problem I've been reflecting on changing in this world is how we can realize justice-centred transitions during Covid in various parts of our lives. As someone who works in the space of facilitation and engagement, I've also been thinking through how we can organize and gather in spaces that feel meaningful and safe for people, especially for those who haven't historically had their experiences centred in spaces.

Kamaljot Sohi

One burning question that keeps me up at night is, "how will we address climate change in the coming years and what impacts will be felt on the already burdened healthcare systems in BC?"

I started my current role as Program Advisor at Health Emergency Management BC about one year ago. In this short time, HEMBC supported health authorities across BC with multiple climate emergencies such as the heat dome, wildfires and atmospheric rivers resulting in landslides, flood etc.

My colleagues who have worked in emergency management for a long time, tell me that in the years they have been working, they have never responded to events on such a scale so frequently. Climate change-related events are starting to occur very frequently on very large scales, and I worry that as a society we are not acting fast enough.



FORMING THE FELLOWSHIP

This Fellowship 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, decolonization, and inclusion (JED-DI) journey. As a result, the 2022 Fellows had a wide diversity of experience in their fields of changemaking.

We continued the equitable pay-what-you-can-fee model to meet Fellows where they are. We also provided hybrid, virtual, and in-person options for some sessions for folks who may have transportation, health, or circumstantial barriers to participation.

Developmental Evaluation Structure

The Fellowship 2022 program was continually assessed and adapted using a dynamic developmental approach that was centred on nurturing the Fellows' learning experience and increasing the program's impact. The Fellowship embedded feedback in the form of on-going feedback surveys, an open Jamboard space for continuously capturing needs, questions, and challenges, a mid-point survey, and individual check-ins.

Session Topics

We developed a meaningful professional and personal development curriculum that included space for Fellow-led sessions, to practice and build leadership and facilitation skills. Session topics included:

Fellowship Orientation

Opening Retreat full-day

Indigenous Economies of Affection

Target/Agent Skills

Systems and Design Thinking

Deep Democracy

Emergent Planning Session

Values-Driven Storytelling

Founding Story of Hua Foundation

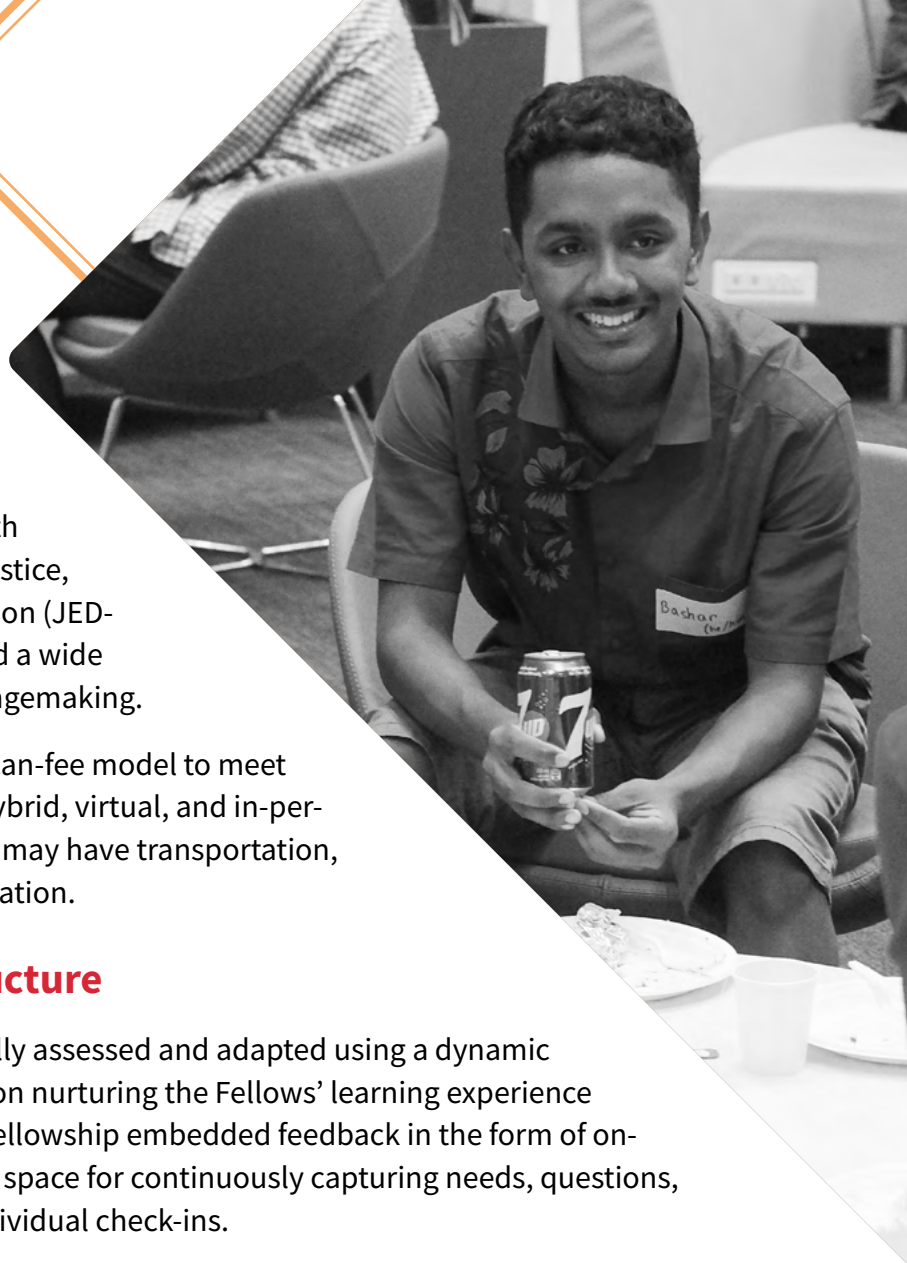
Somatic Approaches to Social Change

Organizing Strategy and Emergent Preparation

Emergent event

Fellowship Reflection

Closing Celebration



ASK THE FELLOWS:

WHAT TOPICS ARE YOU MOST INTERESTED IN?

Fellows responded to a survey prior to our Opening Session to reflect on what topics and areas were most of interest to them and their changemaking journey.

DECOLONIZING SPACES
+ SYSTEMS

TRAUMA-INFORMED
PRACTICES

HUMAN-CENTRED DESIGN

LAUNCHING A SOCIAL
ENTERPRISE

FINANCIAL
INCLUSION

COMMUNITY-BUILDING +
ORGANIZING SKILLS

PUBLIC ENGAGEMENT
+ FUNDRAISING

SOCIAL INNOVATION

ALTERNATIVE
FUTURES

COMMUNITY CARE

COMMUNITY-BASED
GOVERNANCE MODELS

TEAM-BUILDING
+ STORYTELLING

CLIMATE JUSTICE
+ SUSTAINABILITY



COMMUNITY AGREEMENT: VALUES & PRINCIPLES

As a way to further embed the principles of RADIUS and the collective needs of the cohort, we made space to co-create our community agreement – a set of values, intentions, and needs to ensure folks could show up and engage safely, equitably, and authentically.

Goals & Hopes

“Build meaningful connection & collaboration.”

“Learn how to talk to people who are not like-minded.”

Fears

“Our impact as changemakers might not be meaningful.”

Needs

“Being respected and welcomed to show up with all their identities and abilities - not being expected to show up a certain way.”

“Time spent in large groups and one-on-one to strengthen connection.”

Values & Intentions

“Assume best intent, willingness to listen, and (un)learn.”

“Respect different cross-cultural contexts.”

“Lean into vulnerability when it’s safe to do so.”

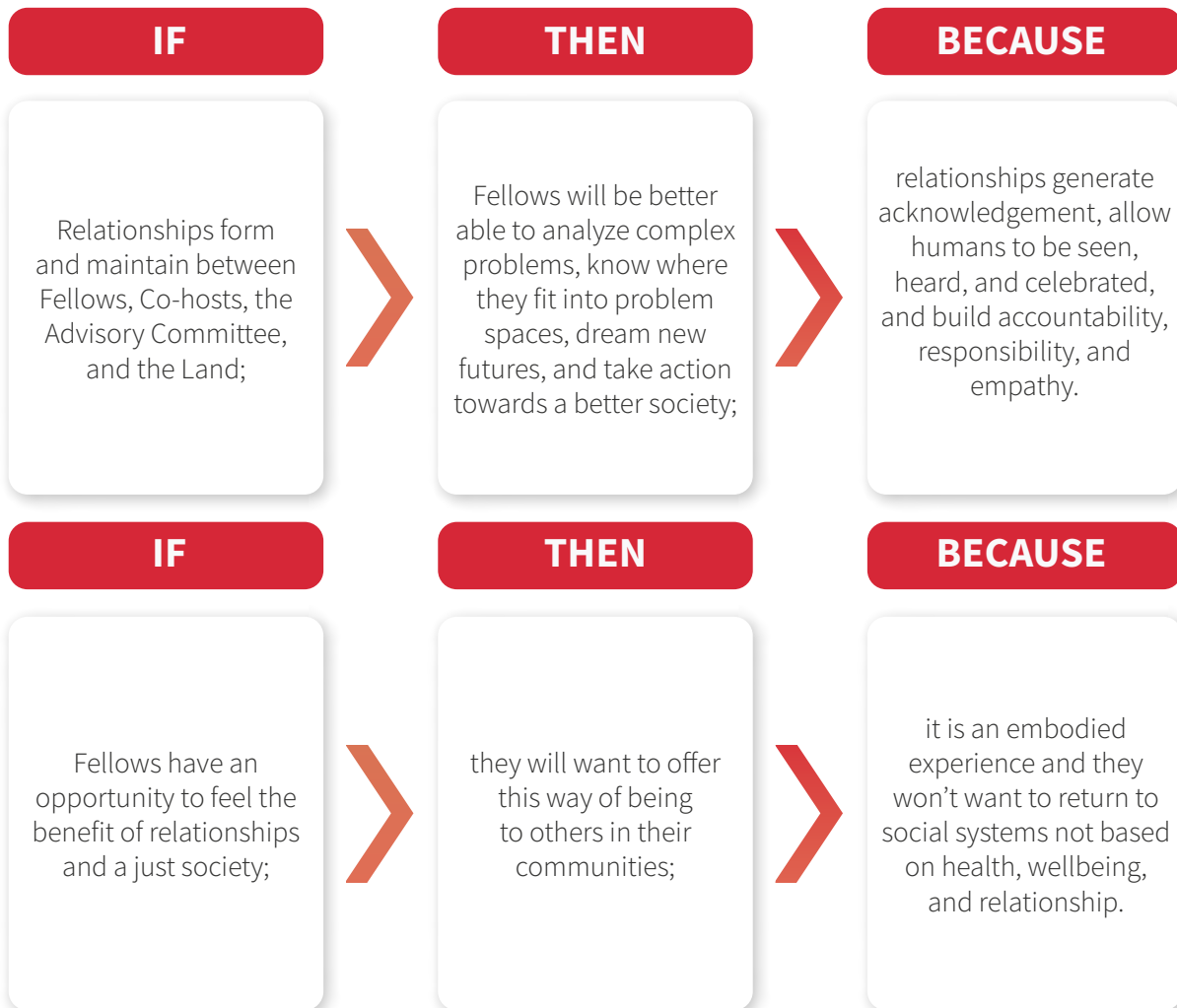
“De-expertizing spaces. We all hold knowledge to lead and support one another.”

2022 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 changemaking aspirations, and help us excel.

“You are the best project to work on”





THE HIGHEST RATED SESSIONS

Organizing Strategy with Laura Gaaysiigad Cuthbert - 4.5/5

Fellows explored different frameworks and strategies for organizing with this hands-on and reflective session focusing on sustainable community capacity building.

Indigenous Economies of Affection with Dr. Dara Kelly - 4/5

Dr Dara Kelly is from the Leq'á:mel First Nation, part of the Stó:lō Coast Salish. She is an Assistant Professor of Indigenous Business at SFU's Beedie School of Business. This lecture-style session on Indigenous and ethical economies of affection challenged Fellows to reimagine economic futures centred around reciprocity and interconnectedness.

Founding Story of Hua Foundation with Kevin Huang - 4/5

Executive Director of Hua Foundation, Kevin Huang, was invited to share the founding story of the organization and its mission to empower diasporic youth to connect cultural heritage and social change. This fireside chat through history surfaced discussions around the non-profit sector, sustainable funding models, and how Fellows can apply these collective learnings to their own organizations.

WHAT WENT WELL

Breadth of Sessions

This year the range of speakers and topics covered in the program mirrored the diversity of the Fellows themselves. The cohort engaged with an eclectic mix of presenters, stories, activities, and frameworks intended to help Fellows locate and empower themselves in relation to systems and demystify processes of social change, even amidst complexity. And perhaps most importantly, to build solidarity and connection - the importance of which we hear resoundingly in the feedback year after year.

Power in Solidarity

The 2022 Fellows are noticeably diverse in their backgrounds, experiences, life stages, passions, and worldviews. In gathering together, we saw peer learning flourish and networks of support emerge, which were full of interest and care, warmth and kindness. There was a sense of the group both lifting up and bringing along each Fellow, including when differences were present. The environment, in turn, seemed to foster openness and sufficient trust for participants to share and seek support with their challenges.



Community & Connection

The ultimate aim of this year's Fellowship, in staying true to our theory of change, was to cultivate spaces for relationships, reflection, and community. Like years prior, sessions and retreats offered spaciousness to explore and reclaim identities, to forge connections in shared experiences, and share perspectives and (un)learning. One result was a reminder of the joy and hope that come from discovering kinship with a new group of people.

Emerge

Over 80 individuals attended the in-person Emerge celebratory event held at 312 Main St in Vancouver on November 23, at the end of Fellowship.



REFLECTIONS FOR THE FUTURE

Project Incubation

This year's additional focus on economic changemaking set an expectation for more tangible means of incubating ideas. In the future, we will consider how to balance the deep internal reflective and relationship-based space with providing support, resources, and momentum for Fellows' passion projects.

"I wanted something a lot more practical to develop my project idea. A lot of us didn't even know each other's project ideas until Emerge, as we did not get many opportunities to explore them in session. I would've really liked the focus of the program to be on refining our ideas further or applying the learnings from the guest sessions." - Fellow

Co-created Cadence for Curriculum

Feedback on the flow and through-line of speaker topics and sessions revealed a need for a more thematic structure for the program itself. Despite the value of hearing, sharing, and learning from a diversity of guest facilitators, Fellows had hoped for more connection between topics and more space to discuss and contextualize these learnings in their own work. A consideration for future program design is to gather feedback early to ensure the topics, speakers, and engagement style align with the needs of Fellows.

Hybrid Models of Participation

This year, we offered ad-hoc hybrid in-person and online modes of delivery for fellows facing barriers to participation. This balance of providing equitable access to sessions and ensuring inclusive opportunities for connection has revealed a need for better program design and development for an intentional hybrid model of learning.



WHERE FELLOWS SEE THEMSELVES POST-FELLOWSHIP



Priscilla Lam

Sustainability advocacy is a big part of my identity and I imagine the rest of my life to centre around it. I aspire to be someone my community can turn to for advice and hands-on help concerning community engagement, environmental literacy, advocacy, etc. Someone who has a reputation of being knowledgeable, experienced, and passionate. Because I really love the current life I've built for myself, my ideal life in 5 years is a more mature version of it.

I'm a changemaker living in Metro Vancouver. My "work" touches on many scopes from international to hyper-local. In my "day job" I'm supporting on the higher-up levers of change-making that involve working with governments and large corporations. In my time outside of work, I am involved with a number of projects in my community where the impacts are more direct and local. Everywhere I am, I am working in community and leveraging the power of the collective to achieve advocacy goals.

Azlan Nur Saidy

I hope to be an urban planner that can use my planning skills in the service of communities, especially those that are equity-deserving, instead of working for municipalities. One major reason I became a planner was to better the conditions of my own community, and to be in solidarity with other communities who were also facing systemic oppression.

I hope to use my planning skills to help these communities navigate western and colonial planning processes to advocate for their needs and rights. I see myself creating space for decolonizing planning processes by making room for art, music, food and dance — in other words, joy. I also see myself creating spaces for dialogue across difference, so that we can all imagine better ways for us to be in good relationships with one another.



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, **RBC Future Launch**, **Scotiabank**, and **SFU's Beedie School of Business**, 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 evolving times.

