

Director's Note



Love and work do go together: Thank you, RADIUS, for allowing me to reimagine and experience what it means to work toward collective liberation.

It is a sad time for me as I say goodbye to my RADIUS colleagues and team — otherwise known as my RADIUS friends and family for life. The [work we do at RADIUS](#), to advance transformative systems-level interventions, can often feel lonely and at times like a sense of survival — especially for those of us who have been and continue to be harmed by the exact systems we are trying to shift.

The work is hard, yes, but in our efforts to see a world where all can heal, thrive, and flourish, we have taken the time to think about how we are approaching our work as a family and what a collective practice of love, joy, healing, rest, and restoration can feel like, sound like, and look like. From our co-directorship model or being mindful of pace and our well-being, to our [principles](#), we have taken the time to do more — to create a practice of embodying the exact things we fight for every day.

Though I am leaving, I can honestly say that we are almost there, and it feels beautiful. Our entire team has leaned into this practice with the love, guidance, and support of [Mathura 'Temwa' Mahendren](#). Temwa has spent time with the entire RADIUS team and has opened our hearts, minds, and souls on how to own our own value, to lean into grief as a way to heal, and to centre love and joy while working alongside our communities, while going

through change, and while working and being in solidarity with one another and all humans worldwide. (Temwa - thank you from the bottom of my heart for everything!)

The way I leave RADIUS today is different from the way I arrived; I'm leaving feeling more loved and protected than I ever have before; I am leaving being able to live more authentically than in any other workplace; I am leaving being proud of being a Black woman doing work in white spaces; and I am leaving so thankful for being able to work in a place where love and safety are centred. I am leaving with a support group who has always stood by me, has been my ally during times of harm, and has been my cheerleader through all the ups and "Yeah, we did it!" moments.

bell hooks wrote throughout her life she had endeavoured to not only do work that she enjoyed but to work with individuals she respected, liked, and loved.

"Throughout my life I have endeavored to not only do work I enjoy but to work with individuals I respect, like, or love. When I first declared my desire to work in a loving environment, friends acted as though I had truly lost my mind. To them, love and work did not go together. But I was convinced that I would work better in a work environment shaped by an ethic of love. And when we work with love we create a loving working environment." - bell hooks, all about love

For me, this happened at RADIUS — love and work did indeed come together, and through our tougher times and beautiful highs, I can truly say we did this work in an ethic of love. With love does come liberation, and I feel more liberated than I ever have before.

I thank my RADIUS family, our communities, our partners, and my dear friends for being alongside me every step of the way - and a special thank you to V, B, and S. I am excited to watch the team grow as new members join this incredible team. This isn't goodbye, this is a "We got each other for life" moment. I can't wait to continue on our journeys with one another — cuz y'all our liberation is tied to one another for life!

-Leah Sanford

Transformative Storytelling

RADIUS is leaning into the transformative power of storytelling. It is transformative because we recognise that shifting systems requires collective efforts at the individual, interpersonal, organisational, and systemic levels, and that by sharing our learnings with the systems-change ecosystem, we can imagine and build a new future together.

We're proud to be centring the stories, hearts, voices, and lived realities of those stewarding this work within our RADIUS community and to be sharing some of the learnings, tensions, and impacts emerging from the work we've engaged in. We want to reimagine and re-envision our futures through stories of love, joy, healing, and understanding. And in the words of our dear friend Mathura Mahendren, author of *Dismantling the Master's Tools*, "To understand is to love."



RADIUS' First Peoples Enterprise Accelerator Program manager, Candice Day, shares her experience learning her traditional language of Secwepemctsin and how the experience became much more than learning a language. [Listen to her story.](#)



The RADIUS Health Promotion Lab team has embarked on a journey to centre equity in how they show up and collectively participate in health work. On the [blog](#), we meet alumni, showcase their initiatives, and chat about what health equity means to them.



We highlight RADIUS alum Mohammed Zaqout as he shares his story about coming to Canada as a refugee claimant, building connections through RADIUS programs, and stepping into changemaking roles in order to support migrant communities. Read his story [here](#)!



THE MYTH OF CANADA

The Exclusion of Internationally Trained Physicians

In 2020, a group of community-engaged researchers from RADIUS and SFU teamed up to explore the experiences of Internationally Trained Physicians. They found that these doctors faced significant challenges, systemic barriers, and exclusion within the medical licensing process in Canada. Follow along on [RADIUS' Instagram](#) over the next eight weeks as we share the experiences of the Internationally Trained Physicians as well as the key findings from the report.

Career Opportunities

We're Hiring!

- ▶ **Strategic Partnerships Manager**
- ▶ **RADIUS Consultants**

Apply now!

Learn more » radiussfu.com/get-involved



We're hiring for three roles at RADIUS and are hoping to find people from our community! We are looking for a Strategic Partnerships Manager and two consultants for our Consulting and Training Services team. Learn more about these exciting roles and "how we work" on our [website](#).

Program Updates



RADIUS is excited to introduce the pod members of the first BUILD program! These thirteen incredible people are co-creating this emerging program at RADIUS while they expand their skills in service of systems-shifting work. [Hear the voices of each participant](#) as they share their story and venture with you!

Photograph taken on the unceded and occupied lands of the Sk̓wxwú7mesh Úxwumixw (Squamish Nation). Photo by [Media for Good](#).

From left to right: Ilhan Abdullahi, Paulina Mendoza Cruz, Alycia Berg, Imrahn Mitha, Lulu Hernandez, Rubina Cokar, Humaira Hamid, Aslam Bulbulia, Anati Manzoul, Carla Carvalho, Mohammed Zaqout, Saliema Maki, Bahar Ashfar, Mayra Gonzalez, Husain Vahanvaty, Kian Cham.



Supporting Social Purpose Organisations

RADIUS and [Community Foundations of Canada](#) have partnered to support Social Purpose Organisations in building resilient communities. RADIUS is facilitating a comprehensive Business Model Development course as part of the Investment Readiness Program Learning Initiative. This course provides invaluable support and resources to help Social Purpose Organisations as they work to solve pressing social, cultural, and environmental challenges across Canada. Read more on our [blog](#).

Our Communities



Honouring the National Day for Truth & Reconciliation

September 30 marked the third annual National Day for Truth and Reconciliation. It is a day to honour and remember those impacted by the Canadian residential school system — the children who never came home, those who did, and the legacies of trauma passed through families and generations. While we recognise and mourn the deep and ongoing harm caused by colonialism, reconciliation requires a commitment to deep truth telling and action. Read our [blog post](#) to find resources and organisations you can support to advocate for Indigenous truth year-round.



It's Women's History Month! In Canada, we celebrate in October to commemorate the "Persons" case of 1929, which included women in the legal definition of a person. While this was a monumental step towards gender equity for the time, it still excluded racialised women.

As you celebrate women's history this month, we encourage you to consider the many ways that "women's history" centres white women. Look into intersectional resources to learn more about the history of Black, Indigenous, and women of colour in Canadian history.

Follow us on [Instagram](#) to see the resources we're sharing this month!



The RADIUS's Refugee Livelihood Lab team has partnered with Transforming Employment Narratives (TEN) and SFU Public Square to host an upcoming event on the challenges refugee claimants and employers face in the employment landscape. The event initially planned for Oct 25, 2023, is postponed until a later date. To learn more about TEN and register for the event, click [here](#).



Unlock the art of visual storytelling through smartphone photography at this upcoming workshop for women entrepreneurs hosted by RADIUS alum She Sparks Impact. The event takes place on Sunday, October 22, from 12:15 to 3:00 pm at The Garden Strathcona in east Vancouver. Space is limited, so [reserve your ticket now!](#)

In Loving Memory of Gus



Our beloved Gus, office dog and fur baby to Associate Director Bonnie Arthur, passed away on Monday, October 9. Those lucky enough to know him will fondly remember his cheerful greetings, wagging tail, theft of apples, and his adoration of Bonnie. Rest in peace and power, buddy!

Follow us on social media for more!



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RADIUS SFU operates on the unceded, traditional, and ancestral territories of the xwməθkwəy̓əm (Musqueam), Skwxwú7mesh (Squamish), Səlilwətaɬ (Tsleil-Waututh), ḑíçəy̓ (Katzie), & kwikwəłəm (Kwikwetlem) Nations.

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