

PILLAR
nonprofit network

REBUILD: Systems Leadership & Transformation

Let us Acknowledge

We would like to acknowledge the history of the traditional territory and honour the longstanding relationships of the three local First Nations of this land and place in Southwestern Ontario. The Attawandaran (Neutral) peoples once settled this region alongside the Anishinaabeg and Haudenosaunee peoples, and used this land as their traditional hunting grounds. The three longstanding Indigenous groups of this geographical region are: The Anishinaabeg, The Haudenosaunee and the Lunaapeewak Peoples.

We would also like to recognise the three First Nations communities neighbouring the City of London: Chippewas of the Thames First Nation, Oneida Nation of the Thames and Munsee-Delaware Nation.

Pillar Nonprofit Network recognizes the inequities connected to colonization and commit to working towards creating a just, inclusive and vibrant community for all.

Facilitators (Pillar Nonprofit Network)

Andre Vashist: Social Innovation Director
Germination

Dharshi Lacey: Diversity & Governance Director
Conservation

Michelle Baldwin: Executive Director
Germination

Introduce Yourself in Chat Box

NAME

AFFILIATION(S)

ASSESSMENT RESULTS

Conservation

Creative Destruction

Germination

Growth

Today's Guiding Questions

- How do we activate this moment for transformational shifts, not transactional or even worse go back to the ways things were?
- How do we move from conversation to action holding an equity and inclusion lens?
- How do we sustain system changes and continue to impact policy for true systems transformation?
- How do we collectively hold grief and proceed at the speed of healing during this abrupt disruption?

What to expect today

1. Journey approach
2. Provide direct examples that are applicable to many situations
3. Provide tools, resources and knowledge to help the journey
4. Provide options to continue working with our team on the journey

Journey Approach

- Gratitude
 - ◆ Grounding
- Honouring our Pain
 - ◆ Grief Altar
- Seeing with New Eyes
 - ◆ Case Studies
- Going Forth
 - ◆ Reflective Action





THE CORONA VIRUS IS
A WAKE UP CALL AND OUR
CHANCE TO BUILD A NEW
AND LOVING SOCIETY



Grief Altar



Jam Board



Grief Altar



Background

Clear frame



C



Breakout then Share

- **Triads**

- 15mins (5 mins each)
- What did you let go of, and what's left?
- What new perspectives, approaches, expectations are you trying give life to?

- **Share**

- 10 mins
- Raise Hand (2-4 shares)
- In Chat box



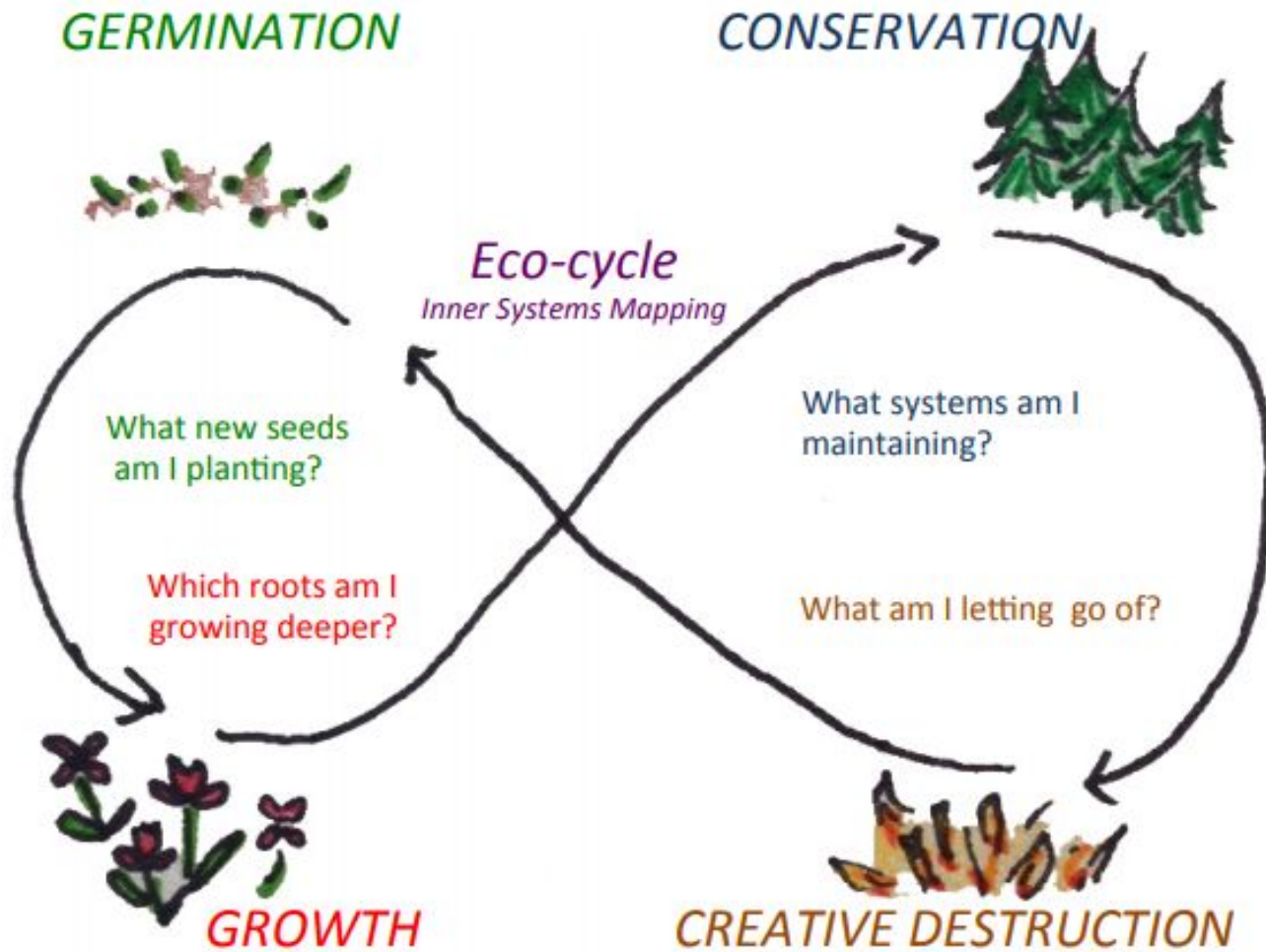
Seeing with New Eyes



I was taught to see racism only in individual acts of meanness, not in invisible systems conferring dominance on my group

White Privilege: Unpacking the Invisible Knapsack, Peggy McIntosh

Adaptive Cycle



Deep Listening

"

Share & Tools

- Share
 - 10 mins
 - Raise Hand (2-4 shares)
 - In Chat box

- Tools?



Going Forth

AN INVITATION TO BRAVE SPACE



Together we will create *brave space*.
Because there is no such thing as a “safe space” —
We exist in the real world.
We all carry scars and we have all caused wounds.
In this space
We seek to turn down the volume of the outside world,
We amplify voices that fight to be heard elsewhere,
We call each other to more truth and love.
We have the right to start somewhere and continue to grow.
We have the responsibility to examine what we think we know.
We will not be perfect.
This space will not be perfect.
It will not always be what we wish it to be.
But
It will be *our brave space together*,
and
We will work on it side by side.

by Micky ScottBey Jones

www.thepeoplesupper.org

Breakout then Share

- **Triads**

- 30mins
- Applying the equity and inclusion lens, what policies, structures, beliefs that feel rigid and flexible are you willing to try and transform? And with who?
- What are some possible actions?

Let's discuss

Different places in our journey (20mins)

- What transformed in you today?
- What is wanting to transform around you?
- What do you need to let that transformation unfold?
- What are some possible actions you are holding?
- Raise Hand & Chat Box + Tools/Resources?

Tools we covered today

- Self-Assessment - Systems Change
- Journey Approach - Work that Reconnects
- Grief Altar
- White Privilege
- Social Innovation & Complex Systems
- Deep Listening
- Reflective Action

Crossing the Threshold



What now?

- Online Evaluation
- Presentation & Resources
- We are available for you
 - Micro-Coaching
 - Peer Input Process
 - Impact Consulting
 - Email:
 - avashist@pillarnonprofit.ca
 - mbaldwin@pillarnonprofit.ca
 - dlacey@pillarnonprofit.ca

Resources/Tools

- ▷ Funding: <https://innoweave.ca/>
- ▷ Cobudget: <https://handbook.greaterthan.works/projects/cobudget>
- ▷ Social Innovation
 - Learning Modules: <https://uwaterloo.ca/waterloo-institute-for-social-innovation-and-resilience/education/learning-modules/complex-problems-and-systems>
 - Case Studies: <https://www.ecologyandsociety.org/vol21/iss4/art13/>
 - Practices: [Social innovation](#)
 - Adaptive Cycle: <https://vimeo.com/121848414>
- ▷ Equity & Inclusion
 - <https://www.racialequitytools.org/resourcefiles/mcintosh.pdf>
 - [AN INVITATION TO BRAVE SPACE](#)
- ▷ From the group
 - <https://www.ccl.org/articles/leading-effectively-articles/are-you-facing-a-problem-or-a-polarity/>
 - Amazing book called Blackbox Thinking
 - [Skoll | Centered Self: Systems Change from the Inside Out](#)

Articles

- ▷ How the Art World is Taking on the Virus
 - <https://www.thestar.com.my/lifestyle/culture/2020/03/18/covid-19-how-the-art-world-is-taking-on-the-virus>
- ▷ [Turning Toward Our Blind Spot: Seeing the Shadow as a Source for Transformation](#)
- ▷ The Foresight Imperative: Six COVID-19 Pandemic Questions for Association Boards and Staff
 - <https://www.linkedin.com/pulse/foresight-imperative-six-covid-19-pandemic-questions-jeff/>
- ▷ Tending to complexity and relationships during the current crisis:
 - [Plants growing between the cracks - Phoebe Tickell](#)
- ▷ To address the disparities in Covid-19, we have to address the structural inequalities
 - [Connecting the Dots Between Environmental Injustice and the Coronavirus](#)
- ▷ Rushing towards apocalypse - adrienne marie brown:
 - [On Rushing Toward Apocalypse \(with Aja Taylor\) - adrienne maree brown](#)
- ▷ Normal was killing us
 - https://www.resilience.org/stories/2020-04-29/normal-was-killing-us/?utm_source=CSI+Mailing+Lists&utm_campaign=82fd270ac4-EMAIL_CAMPAIGN_11_29_2018_19_24_COPY_01&utm_medium=email&utm_term=0_269babdb05-82fd270ac4-53189017&mc_cid=82fd270ac4&mc_eid=42f3b5b244
- ▷ Convening the Capacity Builders - Reflections on the Field of Systems Change
 - https://7c2b0ea6-bea7-485d-92b8-215a80d62d90.usrfiles.com/ugd/7c2b0e_75c29a72eec549519a06263d5840c7ec.pdf