

YEAR IN REVIEW 2019 – 2020



Leadership Education
& Development Centre



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What is the Leadership Education and Development Centre?

The Leadership Education and Development (LEAD) Centre is a unit within the University of Alberta Students' Union Services department that aims to provide accessible leadership education and professional development to students, staff, and community partners. We have previously been known as Leadership & Recognition (L&R) and have been a functioning unit of the Students' Union since May 2015.

The LEAD Centre is responsible for many different student development programs and are often consulted within the Students' Union to provide quality programming across the organization. Some of the programs we provide include Stride Campaign School, the Alberta Student Leadership Summit, the Emerging Leaders Program, the Applied Leadership Program, and On-Demand Training. By offering programs that vary in their time commitments and goals, we are able to cater to the needs of many students and provide accessible professional development training to help students navigate and engage with the world around them.

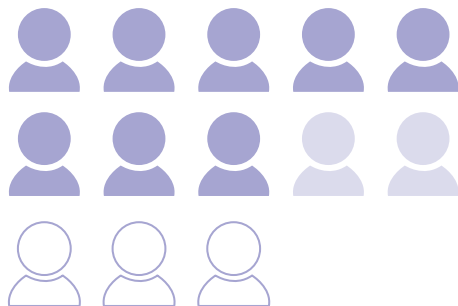


What is Stride Campaign School?

Stride Campaign School is a cohort-based program aimed at encouraging greater participation of women and non-binary individuals of all backgrounds including race, ethnicity, Indigeneity, sexuality, and ability in student governance. The program equips participants with the knowledge, skills, and networks to run for a variety of student government positions and make meaningful change on campus and in their communities.

Our programming is based on the findings of the Identity Matters! report, the first of its kind at any university in Canada! This report took a quantitative look at the underrepresentation, as well as a qualitative look as to some of the reasons why this underrepresentation exists. It found that the number one barrier for students getting involved in governance was their gender identity. Stride's sessions explored governance and leadership through an intersectional gendered lens. This meant teaching and exploring how to conduct lobbying, advocacy, personal branding, and public speaking, all while focusing on how identity and gender played a key role.

Stride's program model for increased gender representation in student governance is now being used as a model program for various student organizations across Canada. In this past year, 8 of our 13 participants were involved in student governance elections with 2 participants planning to run for positions within the next year. We have seen a steady incline in the numbers of participants running, showing that this program continues to encourage and support women and non-binary folks in taking steps



8 out of 13 participants were involved with student governance elections.

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What's Next?

Stride will continue to center an intersectional understanding of gender, as racialized and Indigenous women, alongside non-binary people of all backgrounds, continue to be underrepresented in student governance. This will include striving for a greater prioritization of the needs of non-binary individuals in student governance. Stride will also address more post-campaign concerns, ensuring our participants feel confident in their ability to handle the day-to-day operations of working in governance after the election. During the 2020-2021 cohort year, we plan to implement a mentorship component to give our participants personalized support within the community outside of our sessions.

Thank You

Facilitators, Presenters and Panelists: Akanksha Bhatnagar, Michaela Mann, Katie Ring, Rebecca Taylor, Dr. Surma Das, Shane Scott, Abigail Isaac, Dr. Linda Trimble, Rojine McVea, Precious Udeh, Jason Garcia, Kelly Hobson, MaryPat Barry, Dr. Katherine Binhammer and Daria Nordell.





What is ASLS?

The Alberta Student Leadership Summit is an annual, one-day conference for leaders of all backgrounds and experiences, targeted at leaders in post-secondary institutions and Alberta high schools. Leadership development is an ongoing process of growth and change and as such, ASLS aims to build leadership skills, develop networks, and inspire students to lead. ASLS is a day full of engaging and inspiring presentations, workshops, panels, and more!

ASLS 2020

The theme of ASLS 2020 was “Make Waves”. To us, “Make Waves” encourages student leaders to go beyond expectations and create change in their communities. Each year, our themes are collaboratively created by community members from all over Edmonton to ensure that it reflects the current interests in student leadership and provides the tools necessary to make change. Our conference Planning Team is composed of the LEAD Centre’s student staff as well as several volunteer planning directors to provide a conference by students, for students.

We began this year’s conference with a slow flow morning yoga taught by Lainie Röhn to encourage students to enter the day with an open mind and be ready to learn. We then began with an opening keynote from Sabrina Jalees, a Canadian comedian who used her personal experiences to encourage participants that when you own and embrace your individuality, you unlock the transformation from “embarrassed” to “empowered”. Throughout the day, we offered 4-5 sessions per hour from local community members to allow students to choose their own leadership path. During our lunch break, students were invited to explore our “Involvement Fair” and ask both our sponsors and community groups about how they engage in leadership. We ended the day with a closing keynote from the Peter Loughheed Leadership College and a post-conference performance from Sympa Cesar, a local francophone musician.

Thank You

Our Community Presenters: Alan Tong, Alyssa Habchi, Annabel Nava, Anusha Kav, Daniel Haight, Emily Vilcsak, Katie MacLean, Kim Carson-Richards, Lainie Röhn, Lisa Shi, Neville Wright, Rain Zewde, Sympa Cesar, and the University of Alberta Black Students’ Association.
Our Generous Volunteers: Anjika Sabhani, Shiqi (Ellie) Cao, Mengzhen (Jane) Hao and all of our Senior and General Volunteers.



What is the Emerging Leaders Program?

Launched in 2011, the Emerging Leaders Program (ELP) is a 3-day leadership training cohort program structured around the Social Change Model of leadership. In ELP, students engage in a series of workshops on collaboration, conflict resolution, and self-discovery. Each student who participates in the program receives a non-credit certificate and is added into our ELP Alumni network to continue their learning. ELP views leadership as a “purposeful, collaborative, values-based process that results in positive social change” (Komives et al., 2009, p. 50). The research behind the Social Change Model comes from a post-secondary context and does not require students to be in a position of power to be able to practise leadership, making it the most accessible and applicable to the students we serve.

To make the program most accessible, we provide 3 cohorts students may apply for: a fall cohort that runs during 3 Saturdays early in fall semester, a cohort over November reading week, and a cohort over winter reading week. During the 2019-2020 academic year we had 90 applications, representing the diverse interests of students as we had applicants from a variety of faculties in both undergraduate and graduate programs. This year we provided \$1725 in bursaries for students in financial need, who would not have been able to attend the program otherwise. We also worked with the Dean of Students' communications team to create more accessible workbooks and program materials.



90
applications



\$1725
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What's Next?

We are continuing to work with the Augustana Students' Association to provide an Augustana cohort of ELP to make the program more accessible for students who are not on the North Campus. Due to the increasing need of bursaries for our programs, we are hoping to work closely with other community partners to sponsor students moving through the program.

Thank You

Our Facilitators: Charlotte Wray, Chelsea Livingstone, Christopher Bautista, Eric Kother, Debbie Yee, Devin Smith, Megan Arcand, Kristin LaGrange and Emily Gregory.





What's Next?

We hope to continue to provide students interested in practising their leadership skills the opportunity to create and navigate their own projects. With continued support of our communities, we hope to provide funding for future participants and the support they need to make positive social change.

Thank You

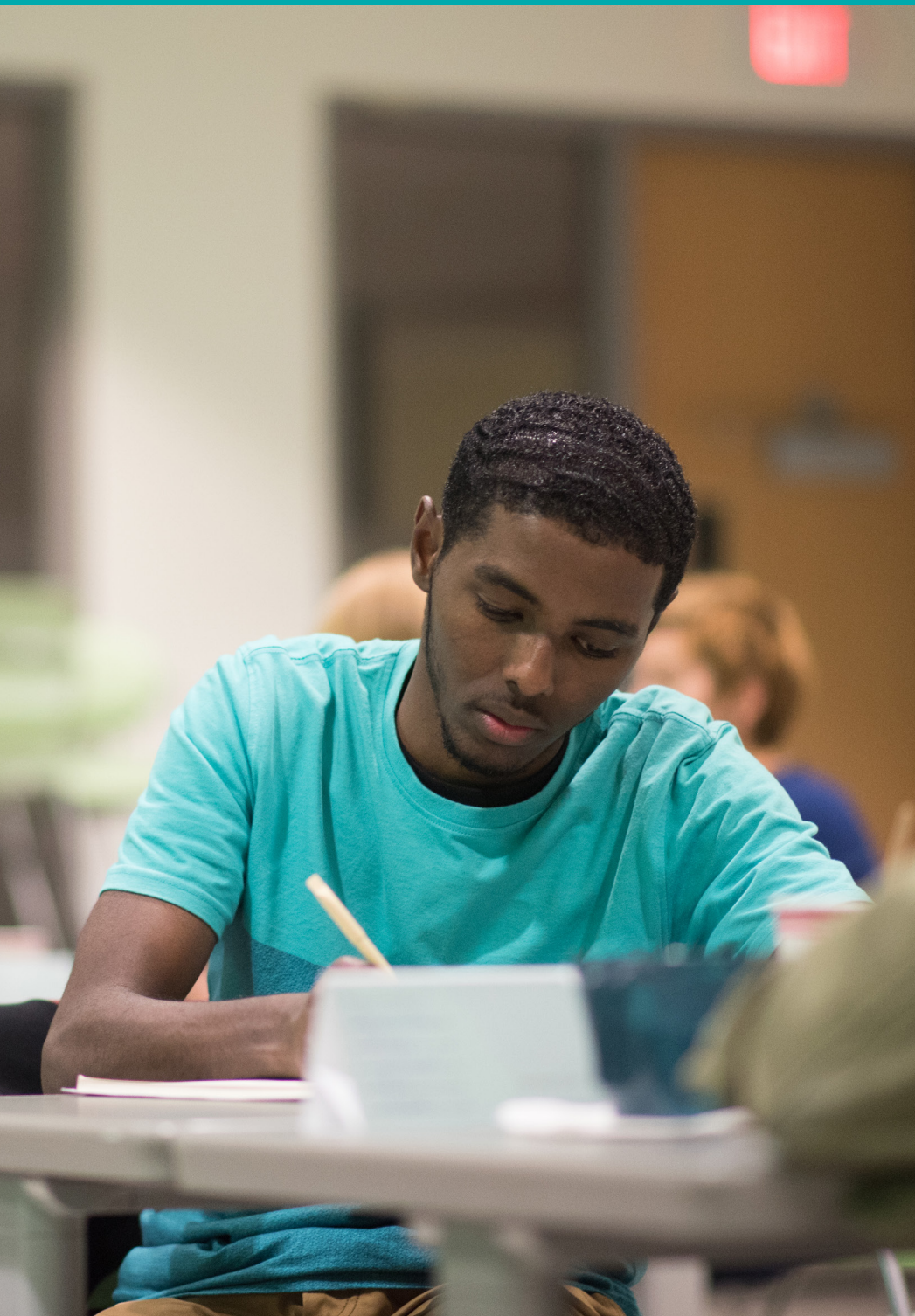
Facilitators and Presenters: Chelsea Livingstone, Eric Kother, Daria Nordell, Devin Smith, Dr. Heather Raymond, Keenan Pascal, and Lazina Mckenzie.

What is the Applied Leadership Program?

The Applied Leadership Program (ALP) is a full-year student leadership program that fosters students and their ideas that have potential to change the communities around them. ALP is grounded in leadership skills that are similar to those discussed throughout ELP and ASLS such as values-based leadership, collaboration, and practising skills that cause social change. Participants propose projects addressing issues they are passionate about within the community and then lead a team of recruited peers to design and complete that project. ALP gives participants the chance to practise their leadership skills and reflect upon their own failures and successes. We believe that leadership cannot be wholly understood unless students can learn from practise and reflect upon their own failure and successes.

Throughout this program with support from the University of Alberta Alumni Association, we have been able to connect participants to UAlberta Alumni and mentors to help develop their individual project and provide insight into program design. Programs this year included providing accessible information about plant-based diets for low income households, training sessions about reconciliation efforts in medicine, and the creation of a picture book to explain medical procedures to children. Each project receives approximately \$750 in funding to support students in beginning their project and one-on-one coaching sessions to receive additional support.





What is On-Demand Training?

The LEAD Centre offers on-demand leadership training on campus free of cost for students. Whether you are a formal student group, staff, or just a group of ten or more motivated individuals, we are able to provide sessions to get you started or refine your leadership skills. We often collaborate with other groups on campus and in the greater community to expand our reach and help provide accessible leadership training for those ready to learn.

In the past year, we have been involved in training 332 students across campus! We offer trainings that are adapted to the needs of the groups we are training, which helps students better apply the skills they learn moving forward. This year, we were thrilled to deliver topics including Project Management, Conflict Resolution, Leadership 101, Values-Based Leadership, Marketing Your Values, Gender in Governance, Public Speaking 101, and many more! Groups of 10 students or more are able to set up trainings with us through our website, uasu.ca/leadership. We are always interested in giving back to our community and appreciate the opportunities to collaborate with other groups on campus.



332 Students

have attended On-Demand
Training this past year

What's Next?

We're looking forward to expanding our available sessions to include new topics, such as Emotional Intelligence, Facilitation 101, Intercultural Awareness, Ethical Assessment, and Team Building. If there is a training that you are interested in having us present that isn't currently available, please send us an email as we'd be happy to work with you to create a unique session just for you.

Get Involved With Us!

Our programming is highly reliant on the involvement and support of our community. Without our incredible sponsors, we wouldn't be able to provide quality programming and affordable professional development opportunities for students. We are always looking for opportunities to collaborate with both campus and community partners to improve our programming! If you or your team are interested in connecting about how to get involved with the LEAD Centre or to hear more about our programs, please send us an email at leadership@su.ualberta.ca.

We are so thankful to all of our sponsors who continue to support our programming and provide accessible leadership opportunities for students across Alberta. We would not be able to provide the quality of programming we offer if it weren't for the support of our community.



