Cascades of Change: Inclusive Leadership and Respectful Engagement
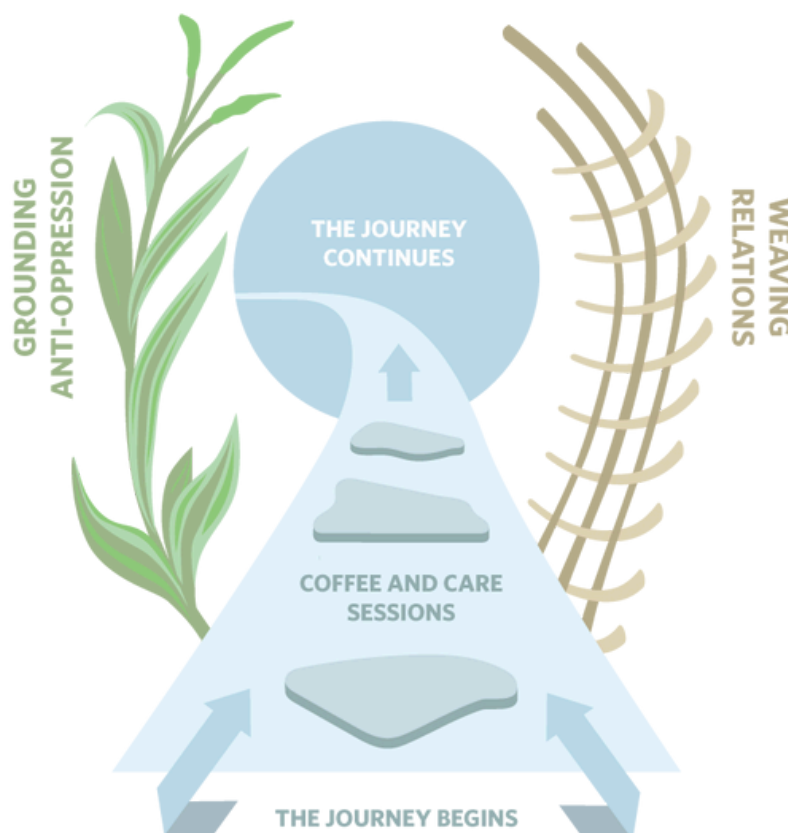
PROGRAM SUMMARY

The Applied Science Equity, Diversity, Inclusion & Indigeneity (EDI.I) Office, in collaboration with the Faculties of Land and Food Systems and Forestry, is offering a program, **Cascades of Change: Inclusive Leadership and Respectful Engagement**, for staff and faculty. To complete this program (25 hours after completing the prerequisite Canvas courses), you will participate in two side by side streams of study: **Anti-Oppression** and **Indigeneity**.

We hope this structure will encourage folks to demonstrate commitment to our Faculty's strategic priority area: Inclusive Leadership & Respectful Engagement. Complete Cascades of Change to earn a certificate in both Anti-Oppression and Indigeneity.

COURSE OVERVIEW

- Participants should complete a minimum of two workshops and two experiential learning opportunities from both streams (including the reflective journaling component) to complete the program's course module component. Multiple opportunities will be scheduled; however, attendance is not compulsory for each one.
- Participants may substitute one experiential learning activity for their own choice activity – please obtain approval first.
- Assignments include a reflection journal required for each component and completion is indicated by 1 out of 1.
- Program completion includes a minimum of three Coffee and Care sessions.

Anti-Oppression

GROUNDING ANTI-OPPRESSION (6 HOURS)

Take **Grounding Anti-Oppression**, a self-directed course developed by the Faculties of Applied Science and Land and Food Systems. This introductory course explores EDI.I and anti-oppression work in university settings.

EXPERIENTIAL LEARNING

Participate in a minimum of two from each list of experiential learning activities.

Anti-Oppression
- 14 Not Forgotten
- Pride Month event in June
- Black History Month programming in February
- And more! You may propose a related activity, but please seek approval from the program supervisors in advance.

Indigeneity
- Indigenous History Month programming in June
- Orange Shirt Day Intergenerational March
- Kairos Blanket Exercise
- Decolonization Tour of UBC, led by the Belkin Art Gallery
- And more! You may propose a related activity, but please seek approval from the program supervisors in advance.

WORKSHOPS

Attend a minimum of two **Weaving Relations** and two **Grounding Anti-Oppression** hybrid workshops. These workshops provide practical tools to apply knowledge of Indigeneity and anti-oppression in the workplace or classroom. In Community of Practice sessions, you'll share experiences and learn how others have integrated these principles into their professional and educational settings.

Stay tuned for upcoming hybrid workshop dates!

Indigeneity

WEAVING RELATIONS (6 HOURS)

Take **Weaving Relations**, a self-directed course developed by the Faculties of Applied Science and Land and Food Systems. This introductory course explores Indigenous histories, people and contexts, as well as settler colonialism in Canada.

COFFEE AND CARE

Cascades of Change includes an invitation to take part in our monthly Coffee and Care gatherings. We ask that you attend at least three sessions. These are great opportunities to connect with colleagues, discuss your Cascades of Change progress, or simply grab a snack and a bit of relaxation. Your reflective journaling will help you decide how to use these gatherings and assist in distilling your thought processes with supportive colleagues.

Coffee and Care dates: 10 - 11 AM
- January 22, 2025
- February 26, 2025
- March 19, 2025
- April 23, 2025
- May 21, 2025
- More dates to come!

REFLECTION JOURNAL

After engaging actively in each chosen experiential learning or workshop, reflect on how the experience challenged or reinforced your existing knowledge and skills. Consider specific moments or insights that shifted your perspective and provided you with new tools applicable to your current roles. Reflection journals are submitted through Canvas course assignments.