

Leadership Summit 2016

	Average	Respondents <i>out of possible 9</i>	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
General questions:							
Overall, I was pleased with my experience and consider the Summit a success.	91%	9	6	2	1	0	0
Registration fee on sliding scale was a good approach?	89%	9	6	1	2	0	0
Registering for the Leadership Summit was straightforward and smooth.	84%	9	4	4	0	1	0
Finding information about the Leadership Summit was easy.	80%	9	3	3	3	0	0
Contributed to the success of the Summit:							
Facilitators	87%	9	3	6	0	0	0
Purpose	82%	9	3	4	2	0	0
Format	80%	9	2	5	2	0	0
Content	78%	9	1	6	2	0	0
Positive personal impact:							
Leadership Café (Sunday morning)	93%	8	5	3	0	0	0
Outdoor experience	89%	7	4	2	1	0	0
Welcome (Friday night)	80%	8	2	4	2	0	0
Diversity - Camille	80%	7	2	3	2	0	0
Movement	80%	8	1	6	1	0	0
Leadership (panel)	65%	8	1	1	5	1	0
Haven training (Saturday night)	63%	8	0	4	2	1	1
Effective approaches and on-line tools:							
Eventbrite (registration)	88%	8	4	3	1	0	0
Webpage (marketing)	85%	8	2	6	0	0	0
Slack (community hub)	85%	8	3	4	1	0	0
Sched (schedule)	80%	8	2	4	2	0	0
Zoom (webinars and meetings)	80%	7	2	3	2	0	0
Stream of Consciousness (video capture)	80%	6	2	2	2	0	0
Intercom (chat on webpage)	74%	7	1	3	3	0	0

What else would you like to tell us about your Leadership Summit experience?

I found it very hard to engage in some of the conversations at the summit. As a new person to the Haven, I found it very overwhelming to continually orient myself in the conversations, and to figure out where my perspectives fit in.

It was also a challenge to engage in some of the activities when I did not have the same degree of trust and familiarity with the majority of the participants (I could tell there were many friendships and relationships that went back a long time). For example, I really felt my low Haven rank on Saturday morning, especially in the conversations about diversity which I think are key to the future of the Haven, and did not feel comfortable raising some of the deeper questions about challenging the diversity of the current participants at the Haven. These came out on Sunday morning through discussions during the world cafe. I wish we started with the world cafe rather than ending it - it felt like a great place to explore questions that respected the variety of levels of experiences and familiarity with the Haven.

Saturday night was another session I struggled to engage with. I appreciate that the facilitators, attempted to involve people who were not familiar with the program, and I think it could have been done in different ways. For example, perhaps have a mini "focus group" session with everyone who is new to the Haven and ask what they are looking for in leadership programs, or what questions they have about the Haven models, and take some of those ideas and apply them to the Haven's programs. This could be done before a group session on the training topics, so the burden is less on the people who are not familiar with the programs. I found the amount of information on the programs overwhelming that night, and it was hard to get up to speed in the short amount of time, especially while really deep, meaningful conversations were happening around me with people who have clearly benefited from the Haven's programs. I ended up leaving the session early because I found it very difficult to engage in the conversation.

The panel Saturday afternoon was a poor choice/poor timing - the audience (and the panel!) were rather sleepy and it seemed to slow the momentum that had been building throughout the day. I was hoping for more innovative ways to explore leadership than with a panel - although I did appreciate the chance for the audience to generate questions, and understand that it was an easy way to engage the online audience. I think the panels were a great model to use in the online engagement pieces before the summit, and encourage you to think of alternate ways to engage in person for future summits.

A note on online etiquette. When I signed on the Slack, one of the administrators approached me and asked me to change my username. This is something I rarely see in social media channels (I have never been 'policed' about my usernames before), and a practice that should be reconsidered in the future, especially since my full name was available on my profile (and some people were using less clear usernames later on). It felt a bit patronizing.

Overall, big kudos to Camille, David, Jay, and Linda for their great facilitation work. Jennifer and Cathy also did a fantastic job with the world cafe. I think the

The summit experience lacked some solid examples of the kinds of decisions and policies that might be expected of a future leader. We might have learned from other in place leaders of similar organizations. The summit was excellent. I am sure the future will unfold in a much better way now that Haven has obtained direct and useful feedback from its audience. I enjoyed and benefitted from being a participant. Thank you.

What else would you like to tell us about your Leadership Summit experience?

My low rating for the Panel on leadership is not a criticism of the good work the people were doing in that session but more about my expectations for the structure of Haven sessions in general. A panel format is set up to clearly delineate who is expected to be able to speak (those at the table) and who isn't. That didn't stop those in the audience from beginning to participate at the end but I found it uncomfortable and awkward. I'm very clear that this is about my expectations and my experience of that session. I can even see how that format would be a logical choice for a discussion like that. I just wanted to communicate that I found the hierarchical communication structure of that format incongruent with how I like to experience sessions at The Haven. I value how we normally all sit at the same level and are all encouraged to participate. I'm not expecting that this be taken as a problem to be "solved". The session had value and it is a valid model for idea exchange - It just felt "wrong" to me in my experience of the Haven context and I wanted to share that.

The leadership cafe was the most impactful for me! Fantastic and inspiring experience!

I would have liked more time spent on what I thought was the main purpose of The Summit - "to identify new models for Leadership that are relational and self-responsible." I would have liked the group to summarize the themes that emerged from all of the brainstorming. Feel like we did a "brain dump" and then left others to figure it out. For me, the process of looking for themes is part of the learning. I feel like The Summit ended just as things were getting really interesting. It was like I left before the end of the Show. Although I loved the Nature walk - it took a lot of time.

I would have loved even more exploration of diversity and leadership with Camille. Thank you for bringing her in! Also loved the frequent opportunities for embodiment and integration throughout with David and Elfi, and Jay and Linda's activity on the land in Haven Woods was a highlight!

Integrating online and offline experience is still challenging, and I think this was a good first attempt at something larger. I quite like Slack as a way to communicate online and I think it could be used more effectively - like having a channel open on the projector so people in the room and online could chat at somepoint. Anyway more room for experimenting to see what will work with the population of the Haven community. Overall, I was glad to have a variety of people in the room and be able to meet them and hear about their experiences - like why Haven is something they care about and what they want to see in leadership. I would have liked for more time for the world cafe, and even to get people together who are passionate about certain aspects to make a small working group and create some more proposals - not as solutions per se but just as an activity to channel creativity and collaboration and caring. And again, more later. I didn't feel like I was deprived from those activities, I was just inspired for more.

I was only able to take in two of the sessions. We tried to get online for Camille's presentation and the audio would not work. The sessions we were able to be part of were interesting and I was impressed with how much a part of the process I felt. I am not great with technology and I did fairly well with all the support from Haven and the instructions for on-line use was clear and helpful. I commend all of the organizers for this grand attempt at including those of us that live a fair distance away.

What does 'leadership' mean to you?

Leadership means have a deep awareness of the context, conversations and energies that surround you, and creating space for, voicing, or engaging with what emerges. I think it is very difficult to be a leader without being able to listen, and learn about the full context of the situations and environments we engage in.

Everyone is leading, whether from the front, beside, behind, from the field or from within. Leadership from the front is one of the roles in human social interaction. It is not more important than followership. However, it is one everyone should be prepared to take given the situation. All forms of leadership need to be acknowledged and nurtured to support the raising of consciousness of human beings.

Being able to hold a vision for something and share it in a way that gives others the space to embody it using their own unique abilities and talents.

Leadership comes from within. It is based on good self-knowledge and stems from a place of Service. We are all both leaders and followers. I see leadership as facilitating a process, illuminating what is happening and allowing answers to emerge from within individuals and groups. It involves being conscious and aware of what's happening around us. I think a wise leader stays in the background and facilitates other people's process and helps others find their own success.

Self-reflexive, being responsible AND human, vulnerability, open to change and feedback, embracing wholeness, stepping into personal power with integrity, and in connection.

My favourite version of leading and also being led (so this is my ideal leadership meaning for now) involves inspiring individuals to be engaged in a particular process - but with values or feeling of the process as the container not the existing structure - and catalyzing a group to experiment in the process. My ideal leaderships inspires individuals through process-based/value-based purpose to engage as a group and experiment beyond the bounds of their pre-existing thoughts and actions.

Leadership for me means moving into the precious, authentic and unique gifts each of us brings into the world - sometimes so lost in the striving for the "ideal Self", and then finding a place to share these authentic, unique gifts with others in the world. So this would include a diverse and broad way of looking at leadership.

What will be the most important facet of leadership at The Haven over the next 10 years?

Diversity. As an outsider, as soon as I walked into the first session of the summit I looked around the room and saw very few people "like me" (i.e. young), and was a bit dissuaded by the low number of people of colour in attendance. If the Haven wants to grow their programs and engage in a lot of questions about how the Haven is representing itself to the world, what voices are missing, and what needs to change in order to look, feel, and act more inclusively and live more diversely. In fact, at the end of this summit I find myself more interested in pursuing the Inner Activist workshops at the Haven, rather than the Core Curriculum, partially because of the ways I heard past participants talk about how they engage with diversity, and actively recruit and support people from diverse communities.

Making the Haven ideas and principles available at much lower cost to many more people. To expand the Haven's market by offering disease specific healing workshops, alternative healing practices, and inviting speakers from other realms, with other ideas..

The introduction of younger faculty

Diversity. The Haven needs to increase diversity (age, culture, experience, sexuality) while being able to define the scope of that clearly enough to remain relevant. It can't be all things to all people or it will become unfocused and lose its core, its "marrow" as Elfi put it. But it definitely needs to widen beyond mostly white under 20s and over 40s. How does one identify diversity gaps? What gaps are most important to address and is there a core value statement that can be used to help identify them? I think that having faculty and interested parties (like us) explore this issue has its limits. It's very valuable but, as MacKenzie said, we can't always see what we're standing on. I suggest that an outside Leadership or Cultural consultant could provide a perspective on some of these issues from outside the bubble. This could be a very uncomfortable idea for some but I think that discomfort is worth the potential "ah ha" insights that are simply not discoverable from within the crucible.

Youth involvement. The "handing over of Haven". I think the way for Haven to continue in the future and world is for younger leaders (that have experience with Haven philosophy and models) step up with experience of Haven and continue the tradition that has worked so well over the last 33 years and perhaps bring some new juice to Haven as well. I really feel strongly that leaders should carry on in the tradition of Haven though. If I were interviewing potential leaders I'd ask them what they think Haven is? How they will expand and inspire the tradition of Haven and how they will bring in fresh ideas. Also who they are in their daily life.

I think the future will be Shared Leadership. It is too much responsibility for one person. Diverse perspectives will be welcome. It will include both men and women of all ages with diverse backgrounds and cultures. People will take turns leading according to the skill set that's needed at the time. What will unite them is a set of shared values under a clearly-defined Purpose. Questions to ask potential new leaders: What's your Purpose? How is your Purpose in alignment with the Purpose of The Haven? What are your Core Values? Are they in alignment with the Values of The Haven? How can technology best support our Purpose? How is the world better because you exist? How is the world better because The Haven exists? We are entering The Human Age. What do you think of this formula: Purpose + People + Planet = Prosperity. What kind of impact would you like to have on the 7 generations that will come after you? How would you view the world if you were born a different sex and from a country that seems quite different from your own? Would you lead any differently? When you look at what's happening in the world today, what make you cry? What gives you hope? Tell us a story that shows us who you think you really are.

Creating dynamic structures for leadership that support ongoing diversity, collaboration, embodiment, health & wellness, innovation and connection to nature.

What will be the most important facet of leadership at The Haven over the next 10 years?

Experimenting with more ways of engaging with the world outside of Gabriola. And not to stop doing the Engage Centre type of workshops, but to continue trying and experimenting with different formats, partners, and delivery methods. I think Haven as something special to offer and access is one of the biggest issues both for people missing out on what Haven has to offer and also for Haven being able to get people to come to Gabriola.

Diversity in age, cultural backgrounds, ways of working with people Passing the knowledge of 'elders' on to the up and coming leaders Curiosity about, and inclusiveness of more of the natural world and movement in courses at Haven

Related to leadership, what is currently missing at The Haven?

Again diversity. I think there are two sides of this - how do you share your message in the world (and how is it received)? and how can the Haven live more diversely? I'd also like to challenge the Haven to engage in more questions about the history of the land the centre is on. How is the Haven responding to the Truth and Reconciliation recommendations that came out last year? How does it engage in the issues of colonialism that are still very present in Western societies? How do you deeply engage in these questions while doing deep inner work?

I would like to see an intentional community of like minded people living on the Haven property. One thing they would do is to put on free workshops for the Gabriola Community to teach some of the Haven ideas. Also to visit other nearby locations to put on free or low cost workshops. What is missing is a dynamic, positive view of the Haven workshop model future that "we're all in this together"....

Transparency

The younger participants identified the gap between the teen programs and the adult core programs which seem to attract people 40+. This is a difficult gap to address because people in their 20s and 30s tend to have less money and time because they're getting their formal post-secondary education, building families and building their careers. Developing leaders and programs that address this gap is going to require more than just attractive programs. They will need to address the specific lifestyle challenges that 20 and 30 somethings face. How this is addressed may look very different compared to The Haven's current development/delivery model.

The Haven often seems a bit like a closed society. Members speak a language that is not always inclusive of outsiders. That's ok if you don't want to grow - but I think you do. The Haven would benefit from greater outreach to a broader community. Technology opens up great opportunity. It needs to be further explored and widely publicized. It might be worth exploring getting The Haven certified as a "B Corporation." This would identify you among leaders who see "Business as a force for good." I think you would benefit from viewing The Haven as a Business. It would give you a designation that is growing worldwide. About 1,700 International companies now have this designation. It would give you a higher global profile and recognize you for the good work you do in a way that protects our Planet. [www.bcorporation.net] I suggest you also have a look at something called, The Slow School of Business. Their Purpose seems better-defined than The Haven. When I read it, it sounded like they were describing you. See what you think. "The Slow School of Business is a people-powered learning community of independent educators, facilitators and professionals who come together to co-create customized learning and development programs for companies." The main difference I see between them and The Haven is reduced emphasis on companies and more on individuals. "At Slow School we're all about Purpose and Prosperity. When we come together to learn, connect, collaborate and play with a shared vision of a better world, everything is possible." To me, this is succinct, clear and easily understood - while allowing lots of room to grow. I believe The Haven would benefit from a similar clarity of Vision. [Plus, you already have the school accreditation piece.] I believe The Haven could take on a leadership role in preparing people to thrive in the New Economy. No-one else in Canada seems to be doing this. The only reason I heard from several Leadership Participants about why they would not return to The Haven for further training was - they couldn't afford it. If you want them back - help them learn how to earn a living in a way that sustains our Planet. Many of your other programs teach self-knowledge and self-responsibility. Work is one of our best ways to offer our gifts to the world and how we continue to grow. And if you really want to grow yourself - try starting your own business. It will test and grow you in ways you never expected! And - the freelance economy is definitely on the rise.

(as suggested by the ESG) an exploration of the shadow side of the Haven, and then taking what we learn and developing it so that we can guide other organizations to do the same!

Related to leadership, what is currently missing at The Haven?

It sounds like you're already aware of this, but having more engagement with younger demographics. Whenever I am at Haven each time multiple people say how I'm so lucky I am able to be exposed to concepts and ways of being at the Haven so young and they wished they had been able to come at younger age. I also really think holograms, virtual reality and augmented reality are going to happen faster than people think. I don't know how successful or not the online Phase program was, but investing in experimenting with holograms (not for now but so you're not caught off guard in 5-10 years) would be very wise. I'm interested in working on this and have been thinking about it for a while. Holograms can allow for a campfire style of sharing, or circle work. Plus if Haven can offer this ahead of the curve instead of as late adopters, you'd get a whole different demographic. And you could still do part residency on property, and then part online circle work weekly through hologram meetings. Take a look at this: A futuristic vision of the age of holograms https://www.ted.com/talks/alex_kipman_the_dawn_of_the_age_of_holograms

More diversity in age, cultural backgrounds, a movement and creativity focus, time spent outside as important and an integral part of courses

Related to leadership, what is currently missing at The Haven?

The Haven is based on diversity. The diverse roots of the Haven have been downplayed in an effort to survive a period of political correctness. Now it would be a good idea to reveal the diversity that has always been there.

Diversity is infinite and can overwhelm the conversation pretty quickly. It's important to focus in on what aspects of diversity most closely align with The Haven's core values and context. My interpretation of The Haven's core values is that they are about learning to build connection and self-awareness. I don't have the history to speak to context though so I'll just throw some questions out: * What is the diversity landscape of the founders and core faculty? > How has that landscape enhanced Haven's current diversity picture? > How has it limited it? * What new diversity modes have been brought to the table by newer or non-core faculty? > Where has the friction been from this? This is fertile, though uncomfortable, ground for exploration.

I think diversity means everyone gets to come (barring mental and physical disability too great to be relatively self responsible, and even then there may be a way) I also think too much diversity of principle and program may perhaps affect Haven's quality and effectiveness. Lets keep what works and expand on that.

I think I've covered diversity already. I'll use this space for other comments. I would like to encourage you to view work as a force for good and a path of self-development to help people live their Purpose. The "system" we're trying to evolve is Capitalism. We can't continue with the old model of maximizing shareholder profit. It would destroy our Planet. The Haven could play a vital role in showing people a better way to work that engages the whole of who you are. We are the people and the opportunities we've been waiting for. I'd love to work with you on this. It is my Passion and my Purpose.

A willingness to ask what voices and perspectives are missing from the current conversation. Exploring how we can invite more diversity, and being willing to explore what is in the way of making this happen. Also, exploring how Haven work connects/resonates with other work also being done in the world.

In working with UNESCO one of the most racist things I've ever done was race around HQ in Paris searching through the some 500 young adults that were there trying to find a Chinese girl to fill a diversity quote. I felt so uncomfortable with the racial profiling I was doing just so that we could show diversity. I understand the desire to have more diversity in the leadership at Haven and I think the intention is great. I think it comes back to access to opportunities again though - and not diversity just for the sake of looking diverse. While I recognize I am a white male from an affluent family, I have not really thought of Haven as not being diverse - I think that's primarily because my exposure is in the youth programs where we have kids of all sorts of backgrounds both economically, ethnically, socially, etc. I do notice that the adult programs are less visually diverse - primarily older white people. I could imagine if I was looking at things through a particular racial, age, or something like that lens that I might not feel as welcome because there are not "people like me" there. While I feel uncomfortable with the assumption that people are like be just because of a trait we share in appearance, I recognize many people use that heuristic.

Diversity - a curiosity and celebration of differences in cultural backgrounds, sexual orientations, age, ways of looking at the world that support kindness, a generous spirit, honest, and self responsible relating

Do you hold an expectation for the Leadership Summit that remains unfulfilled? If so, please tell us.

I noticed that some of the newcomers to Haven did not attend the Friday night session - perhaps find more inclusive ways to engage them in future summits.

I have an expectation that, as the materials and ideas that were generated over the weekend are digested, we will get some updates and insight into the process.

No, I think the purpose was to collaborate ideas thinking big and diverse ... not trying to figure it all out in the time we had ...that comes later :)

I'd like to explore your interest in helping people thrive in the New Economy. That is my primary interest - and I know people are crying out for it and don't know where to turn. 70% of employees say they feel unengaged with their work and doctors say stress is at an all-time high. I think The Haven can take a leadership role in this area and address this in a way that makes a meaningful difference. You already address Body, Mind and Spirit. You might want to consider including more of the meaningful work component.

I am curious about best practices for accountability/support structures for leadership, ie: what supports leaders to be vulnerable and accountable, and to learn, grow and even thrive?

I would have liked more time for discussion, exploration and brainstorming/passionstorming. While I appreciated the experience of diversity and the outdoors part, it didn't add too much for me. I think I would have liked something as a group stimulus like that for just the morning, then shift things around so there would be extra time at the end to make some smaller groups who could focus on something they were particularly passionate about and experiment with that again (not to figure out a solution, but for the process of engaging with it with others to learn more about themselves, each other and the topic they were working on - and also about leadership).

No, I thought it was a grand first attempt, particularly the on-line portion I was part of as I can't comment on the on-site experience. It sounded as if a major attempt was made to include movement on site and we were also provided an opportunity to include the movement piece on-line.

What question should we have ask about your Leadership Summit experience?	What is your answer?
Was this a beneficial experience for you as a newcomer to the Haven? (This could be asked to people at different levels of experience with the Haven)	I'm still on the fence. I appreciated getting to know the Haven a bit more, and meeting some of the wonderful people in its community. On a personal side, I'm not sure that my thoughts around leadership have changed or been greatly impacted. I did emerge from the summit with more of a passion to work on diversity in the many communities I am a part of.
How am I planning to continue to be involved?	I will read posts and follow the process. I imagine two scenarios - one where I am included and consulted due to the amount of business I bring to Haven and two - I am imagining that many decisions will be made that won't involve me and I won't be consulted on important things even though outcomes may impact my participation at Haven.
How can you contribute to the future of The Haven?	I would be happy if you were to invite me to discuss my suggestions with you. Perhaps, I can provide volunteer help with community outreach. I also have some ideas of how you can increase revenue during the off-season. Everything you provided during the Leadership Summit includes many of the missing pieces my solopreneur friends need. It could be a win/win for everyone. The Haven has an opportunity to further serve its in-house workshop facilitators as well as external ones. You have demonstrated that you have the technology to enable people to serve the world without leaving home. This is a potential revenue-generating stream for you.
In the way you defined leadership above, how did this leadership summit lead you in new thinking about leadership and leadership at the Haven?	I definitely feel inspired to bring myself more forward and want to engage more in exploring the values and purpose of Haven. I keep thinking that the summit was a great first step in leading a discussion and catalyzing a community and I want to be part of other steps on that journey and I want to see who else is wanting to dance in that journey.
What has shifted for you since being part of the Leadership Summit with regards to the way you think about Leadership.	What the Leadership summit has done for me is really brought foreground the concepts of Leadership and many considerations about where the Haven might go in the future. Also, a real gratitude for being part of an organization that is willing to look closely at what they are doing and delve deeply into the What Now questions.

Anything else you would like to tell us? Comments or questions?

I left the above question blank because I'm not sure if I would attend or not. I'm soundly in the "maybe" camp. Consider offering anonymous surveys in the future, and give the option of whether or not each respondent feels comfortable being approached with questions about the feedback they provide. One thing I would recommend is for the Haven to "report back" after the summit, perhaps a month or two later, to let the participants know what they are actively working on as a result of the conversations and feedback that they received. I would be interested and encouraged in hearing that the conversations from the Summit were actively being addressed/worked on.

The innovation and collaboration that is growing among the faculty due to Rachel's stellar leadership is evident and invigorating. I am starting to get a clear idea about the ESG, but the board and it's role is still somewhat unclear to me. Is it the board's task to create and guide a vision for the institute?

I went there thinking i had no idea what to expect, and not knowing a lot about the subject of leadership, wouldn't have a lot to contribute...I was wrong! I found that once the conversation got started I was participating fully. I think the prticipation in groups was powerful to get the ideas flowing.

I think the Leadership Summit would do well to continue online year-round. If possible, host a monthly or quarterly check-in requesting feedback on a couple of specific topics at a time. As not many people seem to be using Slack - perhaps short surveys using SurveyMonkey would get a better response. You should be very proud of yourselves for having launched this initiative. I hope you inspire other organizations to do the same. Sending gratitude and appreciation for all that you do to make our world a better place.

A great deal of gratitude for all the hard work and passion that went into organizing and putting on this Leadership Summit. I am touched and moved deeply by the inclusiveness provided for those not able to be there in person.

Other feedback

My main feedback is around what we do with the information we have harvested and how we action it...and being part of Core Plus, I imagine I will get to dig in a little and have some action conversations.

Overall, I think the summit brought alive a culture of dialogue that seemed full with energy and enthusiasm. I liked the flow of the sessions/schedule. I loved having the youth leaders involved and hope for more of their input/participation and action in the world for Haven. I wish there could have been more on-line participation...especially since you put so much effort into that. I loved SLACK and wish more people had interacted with it...I hope we use it more and not sure how to inspire people how to get involved other than to chain them to their keyboard...ahem, kidding of course!

Somewhere in one of our conversations you mentioned Haven being a Learning Organization, and if our meanings are aligned, that is something I would love to see Haven as an organization grow into...at all levels of the organization. As you know I am a fan of Peter Senge. Many moons ago I documented some information from his book, "The Fifth Discipline", where he talks about what it means to be a Learning Organization. I have attached it here for your perusal. Likely not new to you...and I think the way he writes/speaks/teaches is provocative and inspiring. If we step further into Leadership...he would be a great person to come to the Haven to speak/offer something/be on a future panel. See more if you want at Society for Learning Organizations www.solonline.org

I would love to see a similar summit type strategy for the Faculty Meetings and again offer on-line for folks that can't get there in person.

I really enjoyed being a part of the action in preparing and delivering and appreciated the opportunity to be involved, contribute and stretch myself.

Rachel, I truly appreciate your leadership in the development and innovation in designing the summit...and mostly who you were being/doing...living in the chaos and your very hard administration/organization work!

Hope this adds to, vs. creates more...

What one word comes to mind when you reflect upon the Summit?

Diversity

beginning

rad

Stimulating!

inspiring!

connection

opening

Community

Inclusive