



Inclusive Community Leadership Development: Creating a Culture of Leadership for All

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At Rural Futures Institute, one of four,
university-wide institutes, we harness
the intellectual energy
of the University of Nebraska
and its partners
to **positively impact**
the future of humankind.

 @rural_futures

Why Inclusive Community Leadership?



- According to the Center for Public Affairs Research of University of Nebraska at Omaha, by 2030, Nebraska population will be 40% non-White.
- Considering the demographic shift, Inclusive Leaders will be a necessity to sustaining thriving diverse rural communities.

Serviceship Experience

Rural Diversity Action Project

RFI Fellows

Inclusive Community Leadership
Development

Students: <https://youtu.be/DgwZ0Myoqbc>

BELONGING

High

I love working here because everyone makes me feel like I belong. But if they knew the real me would they still feel the same way? I'm afraid to bring my whole self to work.

I can bring my whole self to work. I can be real with you and you make us all feel included even though we are so different. Each of us is different, and our team is better because of it.

Low

I am afraid to bring my whole self to work. I hear you say you want to hire more diversity. I've been hired for my diversity. I've been told repeatedly that my differences are the reason I was hired. But I'm expected to "fit in".

I can bring my whole self to work. However, I see you struggle with managing our differences. You believe equal treatment is fair treatment. But our needs are different, which makes me think I don't belong here.

Low

High

MATTERING

WHO?

- **Community Innovation Fellows** – Are rural community leaders who have identified a project and desire to collaborate with RFI to bring project to fruition. <https://youtu.be/W8UrIRxt88U>
- **Student Fellows** – Are students who want a paid, real-life experiential learning opportunity in a rural community.
- **RFI Staff** – Convene and Support the Student and Community Innovation Fellows before, during, and after the experiential learning opportunity.
- **RFI Faculty** – Develop, coach, and study participants.

HOW?

Community
Innovation
Fellows

Apply

Student
Fellows

Apply

RFI Faculty/Staff

Match Students to Communities/Projects
Train (online & in-person)
Coach (via zoom)
Support (community visit, email, text)
Evaluate (Collaboration with BBR)
Research (Mixed Methods)

WHAT?

Online Training

- Approximately 8-10 hours
- Lecture/activity/assessment
- Student and Community Innovation Fellows
- Content: Foundations of Leadership, Community Capitals, Group Dynamics, Personality Differences, Entrepreneurial Strengths, Intercultural Mindset Development, Psychological Capital
- Assessments: IDI, ALQ, PsyCap

In-Person Training

- 2.5 Days
- Activity/Team Building
- Student and Community Innovation Fellows
- Content: Emotional Intelligence for Managing Diverse Teams and a Community Visit

WHAT?

Coaching

- A minimum of 2 one-hour confidential coaching sessions is conducted during the 10-week period with each participant
- Participant sets the agenda for coaching.
- Faculty asks questions to deepen the learning for the participant so they can forward their actions.
- Faculty has been trained in Executive Coaching, has HR Development, and Diversity and Inclusion background.

Community Visit

- Spend about half-day with the students fellows, and community fellows
- Interviewed each participant
- Provided clarification and connection to other university resources
- Helped them connect the dots (between training and what they are doing)

Sandy Roes – Director of Western Community Health Resources

- **Role** – Provide leadership for community health/public health services in the northern panhandle of Nebraska and surrounding areas.

Terri Haynes – AWARE Grant at Chadron Public Schools and ESU 13

- **Role** – Coordinate projects, information and data regarding a grant which provides mental health services in the school

PROJECTS

Research & Resources

1. Native American Book List
2. Library Inside Out Presentation
3. Adding Mental Health Days to School Absences (Policy Meeting)
4. SHAPE System – Determined Gaps in Services
5. Website Resources
6. List of books about Mental Health
7. Teacher Resource for books about Mental Health
8. Resource Mapping
9. Brochure of Mental Health Providers in area

Ending Stigma

1. Self-Care Days
2. Mental Health Minutes for radio & theater previews

Communication

1. Parent Communication Survey
2. School Transportation Survey
3. YMHFA Training Flyer
4. Social Media Audit

Academy Benefits

- Team Building Prior to Project Start
- Comfort with Each Other
- Individual and Team Talents Identified
- Communication Styles

Coaching Benefits

- Self-Awareness to Diversity
- Where You Are vs. Where You Actually Are
- We Judge People Based On Who We Are
- Many Subtle Cultural Differences

Learned Leadership Approach

- Team member inclusion during committee meetings
- Gained an understanding of the value of cultural influence on decision making

Community Value of Inclusive Leadership Fellows Program

- Volunteering Activities:
 - ✓ Food Kitchen
 - ✓ Art Alleyway
 - ✓ Chamber events
- Exposure to a frontier setting – we hope they return
- Research invaluable-advanced our projects by six months

Garden County

- **Rachel Sissel – Volunteers of America Western Nebraska**
- **Communities For Kids Project with Garden County Core Team**
- **Understanding / Self Reflection / Interruption**
- **Value of Inclusive Leadership Fellows Program – Challenge & Innovation**



THANK YOU for
being here!
Questions?
Comments?

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