

Emerging Leaders Conference Call
September 17, 2008
9:30-11:00 am

Present:

Chris, Raimi, Naomi, Vivian, Alison, Krystal, Meghan, Karim (briefly)

ACTION ITEMS:

- **All Committee Members**
 - Forward to Meghan any email listserves or groups to contact (such as i.e. university CED programs, youth networks, etc.) for recruitment
 - If you have not already done so, review & comment on new policies:
 - Expectations for Participation:
http://docs.google.com/Doc?id=dz7qbj5_1c3m94bcr&invite=drd27w4
 - Internal Communications Policy:
http://docs.google.com/Doc?id=dz7qbj5_2fst33vn5&invite=cs7dgzk
 - Provide Stacy with feedback on strategic direction for CCEDNet's youth initiatives
 - Help with recruitment by forwarding the request for new EL members (to be sent out in coming weeks) to interested people/ groups/ distribution lists. Copy Meghan on these emails so she has a record for future use
- **Vivian**
 - Develop posters and recruitment info with the support of Meghan and possibly Chris
- **Krystal**
 - Send update on CYCC sub committee work to the rest of committee
- **Communications Sub Committee (Naomi, Karim, Raimi, Kate)**
 - Finalize Expectations for Participation
 - Finalize Internal Communications Policy
 - Set up new weblog (<http://emergingleadersccednet.wordpress.com/>)
- **Stacy**
 - Talk to Joel about the EL Webblog for his social networking
- **Meghan**
 - Email EL themes from previous meetings
 - Check to see if there is a budget for printing posters
 - Set up Doodle Meeting request to try to find the best time for all members

1. Review of Proposed New Policies and Webblog:-Naomi

Documents were circulated through google documents with meeting agenda. Documents can be viewed through links below.

a) Reviewed Internal Communications and New Webblog

http://docs.google.com/Doc?id=dz7qbj5_2fst33vn5&invite=cs7dgzk

Comment: Committee needs to agree on changes before it is a working document.

Question: How does the committee feel about sending updates from sub-committees to the EL Coordinator? Does this decrease the personal contact between members?

Naomi: We are setting up a new weblog using wordpress.com. We hope it will be useful for more personal contact and could be used much more regularly than the old blog. This tool hasn't been used by the members often, but it could serve the purpose to maintain connections between the committee. The weblog could also be used to post documents and communicate.

Committee agreed on the updates sent to EL Coordinator.

Stacy: CCEDNet's new Create Action Intern Joel Legassie is currently researching social networking sites. It would be good to send Joel the information about the blog for his research to see what is useful.

Committee members all agree that this was fine to send Joel the information.

Raimi: There is a skeleton of the blog, the address for the weblog is on the EL page of the website: <http://emergingleadersccednet.wordpress.com/>

Discussion around whether to proceed to Recruitment, and wait to discuss Expectations of Participation. Decide it would be best to discuss Expectations of Participation as this would clarify vacancies on the committee both core and advisory roles.

b) Expectations of Participation

http://docs.google.com/Doc?id=dz7qbj5_1c3m94bcr&invite=drd27w4

Reviewed and summarized document.

A standing committee of CCEDNet can have 15 members and the number of advisory roles is flexible. EL committee has been discussing having Advisory members as part of the committee for some time. Some reasons include:

- Needs to be a high level of commitment from Core Committee members for the EL group to run effectively.
- Option for core committee members to stay involved in the committee if they move to an advisory role if they aren't able to commit at a Core Committee member level.
- If members are part of a sub committee they may not have enough time to be on both committees, may be best to have those members as advisory positions.

Krystal: Clarifying her role within the EL group as she is participating on CYCC, does she fit in to the advisory role or the core committee role?

Naomi: Best for the individual to decide what level they can commit to both groups. If they can continue to meet the expectations of participation as a core committee member then the member could stay as a core committee. If the individual is not able to meet the expectations of participation as well as their sub committee expectation, then it would be best if they were an advisory member.

The Advisory positions would be based on participation rather than on action. Option to have everyone be an advisory member. EL group decided this wasn't conducive to the efficiency of the group as the majority of the work load would be on the co-chairs/chair.

Chris: Question about the issue being time sensitive that we don't want to lose members if they are inactive?

Stacy: Another option may be to have advisory committee whose voices we want represented on the EL group, such as Aboriginal, Francophone, etc. Core Committee group can call on the advisory members whenever needed.

Question: If we are doing this then do we need to change the terms of reference?

Comment: The benefits for EL's have change compared to Advisory example: Travel Subsidies, etc.

Committee agreed that as long as the Expectations for Participation are clarified at the beginning of the committee member's role then it would be fine.

Discussion of whether to have a minimum amount of advisory members on the committee, decided it would be best to strive for 15 minutes.

4. Recruitment Strategy-Vivian

Vivian: Recruitment strategy is it best to be straightforward about what the committee needs or leave it open for EL committee to determine needs after the applicants have applied. For ex. Since there are two members in Winnipeg, would we say that we are not looking for representation in Winnipeg?

Suggestion: Say that we are looking for equal geographical representation and diversity. Committee had discussed areas of interest during the May meeting including:

1. Outreach/External Communication
2. Organization & Expectations of EL
3. Representation on other Committees
4. Funding

Question: Are these themes "sexy" enough for EL, do we want to promote something more intriguing for young people to be involved.

Comment: Would be good to make it more appealing, but need to be honest about the type of commitment and expectations of committee members.

Vivian: Should we talk about recruitment themes now or do we need to be this specific during the recruitment process?

Seems like consensus is to make it more specific (less work for the committee) then narrow it down during the screening process. Some themes that were generated included:

- Young practitioners during Professional Development Training
- Outreach to current youth contacts
- External communication (experience writing articles, promotion)

Stacy: there have been wider themes that have been discussed in the past such as: social enterprise, Climate Change, CED-policy, ICAN subcommittees, International Development, Environment, Co-operatives, Aboriginal, etc. Do we want to also look at these types of themes?

These themes give the committee something very concrete to look at and consider. This list of themes (including more) will be sent out the committee.

Vivian: discussion has provided a lot of clarity and better understanding of the direction that the recruitment strategy needs to go.

Question: Does EL have a job description? Seems we are talking about what are the specific duties that EL needs to be responsible for, as well as an Expectations of Participation. I may be useful to create a job description for the whole of Emerging Leaders including things like outreach, external communication, representation on other committees, funding, etc.

Response: There may be something similar to a job description, but if available, it is very outdated.

Vivian: What are some ways that we can recruit new members?

Suggestions included:

- In the past it has mostly been done through email (good option as the first wave)
- Send out to all CCEDNet committees and contacts (including newsletters)
- Send to youth contacts
- Send to all distribution lists that members know of
- Post through other networks that already have large youth networks
- Create poster (Joel –CCEDNet’s Victoria Intern may be able to help with design) if we have money to print

5. Future Youth Projects—Stacy

Note: 5 minutes remaining for call

Stacy: The current youth projects will be coming to a close in early Spring. As there are no funds to support the work of EL and the program staff, there needs to be projects that can finance these positions and the work of Emerging Leaders. Since there is limited time left on the call, Stacy proposed to set up a small sub committee that could brainstorm some ideas very quickly (next couple of weeks) to identify themes and possibly specific projects. Asked if there was any interest from remaining people that were on the call, Raimi and Vivian volunteered to be a part of this sub committee. **This subcommittee would be one to two meetings within the next couple of weeks. If others are interested in joining the calls it would be great to have input on this as quickly as possible.**

6. Timing of future meetings—Naomi

Naomi: As there are only a few people left on the call it wouldn't be appropriate to set a time for the next meeting. Suggestion is to set up a Doodle Meeting for the next month, and this would be the same time for November and December. Although this solution doesn't accommodate the new members that will be joining the committee. Hopefully next meeting we can discuss this in future. Meghan will post the Doodle Meeting.

Thanks everyone for participating in the call!