

ANNUAL  
REPORT  
**2 0 2 3**



MOUNT ROYAL UNIVERSITY'S  
**TRICO CHANGEMAKERS STUDIO**



**THANK YOU**  
TO OUR PARTNERS AND SUPPORTERS



Trico Homes™



**TRICO**

CHARITABLE FOUNDATION



**CALGARY  
FOUNDATION**  
FOR COMMUNITY, FOREVER



**calgaryarts  
development**



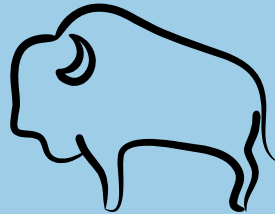
Bissett School  
of Business



Institute for Innovation  
and Entrepreneurship



Institute for  
Community Prosperity



## LAND ACKNOWLEDGMENT

In the spirit of respect, reciprocity and truth, we honour and acknowledge Moh'kinstsis and the traditional Treaty 7 territory and oral practices of the Blackfoot Confederacy: Siksika, Kainai, Piikani as well as the Iyaxe Nakoda and the Tsuut'ina Nations. We acknowledge that this territory is home to the Metis Nation of Alberta, Region 3, within the historical Northwest Metis homeland. Finally, we acknowledge all Nations, Indigenous and non, who live, work, and play on this land and help steward, honour and celebrate this territory.

# DIRECTOR'S MESSAGE



## The Art of Asking Beautiful Questions

I have a few books that have permanent residency on my desk: *The Art of Gathering* by Priya Parker, *We Will Not Cancel Us* by adrienne marie brown, *Beyond Sticky Notes* by K. A. McKercher and *The Book of Beautiful Questions* by Warren Berger. They serve as valued references, tools for inspiration and sometimes they simply collect dust. This past year, Berger's *Book of Beautiful Questions* has seen a lot of action - sticky notes peek out from its pages, there are dog-eared corners, highlighted text and scribbles in the margins. Questions can be powerful tools for transformation. When it comes to the work of changemaking, curiosity is a much needed skill to be cultivated, practiced and honed.

According to Berger, studies have shown that four year old children demonstrate 'peak curiosity', asking between 100 and 300 questions a day! Anyone with a toddler knows that this is both impressive and exhausting. At this age, they are deep in a state of wonder, constantly seeking and exploring a world of endless possibility. As we get older, however, things start to change. We are rewarded for having answers, not asking questions. We move into a world that values knowledge, expertise and certainty. Our curiosity muscle starts to atrophy over time. But we need to be deeply curious now more than ever. In his book *Radical Curiosity: Questioning Commonly Held Beliefs to Imagine Flourishing Futures*, Seth Goldberg emphasizes that "the complex challenges we face today - as individuals, organizations and society - require us to ask deeper questions, not seek easier answers".

Much of the work we do at the Studio is guided by questions. Some of the questions that have guided our work this year are:

**How might we transform how we value, gather, make sense of and share story and data in the nonprofit sector to collectively learn, advocate and create meaningful change in our communities?**

*(Nonprofit Resilience Lab)*

**How might we engage and mobilize the work of truth and reconciliation in our personal lives, organizations, and communities so that we can honour Indigenous peoples, move beyond token awareness towards action, and work to decolonize the systems we are a part of?**

*(Active Reconciliation Treaty 7)*

**How might we nurture a rich literacy ecosystem that ensures all children have access to fun, safe and inspiring opportunities to discover and embrace the joy of reading?**

*(Calgary Reads, Seed Partners)*

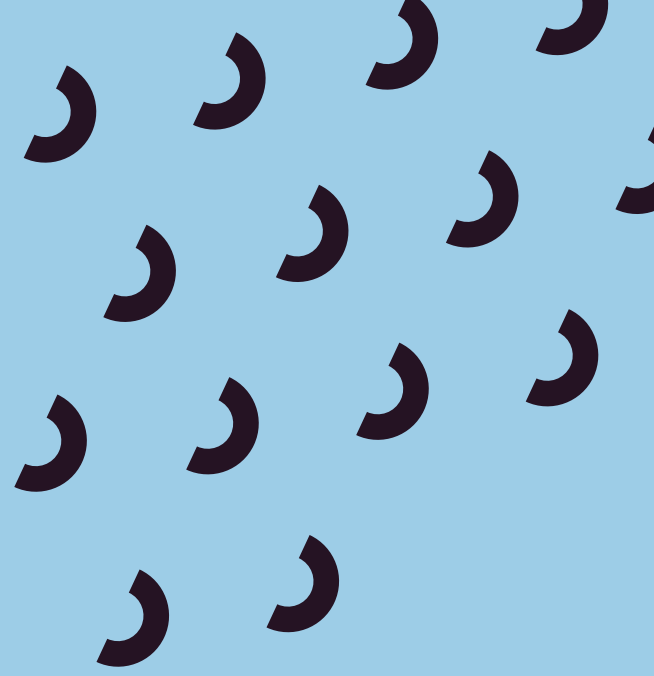
These questions do not have easy answers, but they provide a space for us to enter into complex challenges together. And, we need to do this work together. We cannot ask or answer these questions in isolation.

This year's annual report showcases the work the Studio is undertaking with community, students and faculty to explore some challenging and important questions. In these pages you will read the stories, see the faces, and hear the voices of those that are curious, engaged, committed and active in the world of changemaking. We hope you enjoy reading it as much as we enjoyed putting it together.

What's your beautiful question?

Lena





“ A **BEAUTIFUL** QUESTION IS AN  
AMBITIOUS YET **ACTIONABLE**  
QUESTION THAT CAN BEGIN TO  
SHIFT THE WAY WE PERCEIVE OR  
THINK ABOUT SOMETHING... AND  
CAN SERVE AS A **CATALYST** TO  
BRING ABOUT CHANGE.”

WARREN BERGER  
(THE BOOK OF BEAUTIFUL QUESTIONS)

**THE STUDIO**

---

**CHANGEMAKER INITIATIVES**

---

**FACILITATING CHANGE**

---

**LOOKING AHEAD**

---

**OUR TEAM**

---

06 WHO WE ARE

08 YEAR IN REVIEW

06

---

10 ANITOPISI LEADERSHIP PROGRAM

10

14 ART FOR SOCIAL CHANGE

16 ARTIST AS CHANGEMAKER

20 CHANGEMAKER CONVERSATIONS

26 CHANGEMAKER IN RESIDENCE

27 BLACKFOOT LUNCH + LEARN

29 ACTIVE RECONCILIATION TREATY 7

28

29 CALGARY FOUNDATION ANNUAL COMMUNITY CELEBRATION

30 NONPROFIT RESILIENCE LAB

34 CALGARY READS SEED PARTNERS + LITERACY LAB

36

---

40

---

# WHO WE ARE

The Trico Changemakers Studio is a social innovation, collaboration and learning space at the intersection of campus and community. We bring together community stakeholders, students and faculty from across disciplines, sectors and backgrounds to tackle the complex social and environmental challenges of our time. Our home at Mount Royal University embeds us in a community committed to learning, innovating, testing new ideas and pushing boundaries.



# WHAT WE DO



## AMPLIFY

### THE WORK OF CHANGEMAKERS

by providing programs + spaces for changemakers  
to share, learn + collaborate



## FACILITATE

### MEANINGFUL CHANGE

by designing + facilitating participatory, co-  
creative processes for the good of people and  
the planet



## GROW

### CAPACITY OF CHANGEMAKERS

by offering a variety of learning opportunities for  
students, community members, practitioners +  
professionals

# YEAR IN REVIEW

# 2022 — 2023

## CAMPUS ENGAGEMENT

---

**5** CHANGEMAKER INITIATIVES

**5** STUDENT INTERNS

**33** MRU STAFF

**100**  
CAMPUS PARTICIPANTS

**94**  
MRU STUDENTS

**21** MRU FACULTY

## COMMUNITY ENGAGEMENT

---

**4** COMMUNITY PARTNERSHIPS

**7** CHANGEMAKER INITIATIVES

**556**  
COMMUNITY PARTICIPANTS

## SOCIAL IMPACT FACILITATION

---

4

COMMUNITY  
PARTNERSHIPS

1

SOCIAL LAB

10

WORKSHOPS +  
TRAINING

542

PARTICIPANTS

---

1314

CHANGEMAKERS  
ENGAGED!

# ANITOPISI LEADERSHIP PROGRAM



Anitopisi is a place where students can come in with their whole self and be met with care, food and laughter while being provided with guidance to discover the uniqueness of who they are and their role in the community. Through Blackfoot teachings, we teach students the importance of relationships, land, reconciliation and systems change leadership. Each student walks away with something uniquely different and a foundation of knowledge to build upon.

In the fall of 2022, the Studio welcomed 6 MRU students into the second Anitopisi cohort. The cohort experienced trips to Head-Smashed-In Buffalo Jump, Blackfoot Crossing and Buffalo Rocks Tipi Camp and built relations with members of the Kainai, Piikani, Siksika and Dene Nations. Through systems leadership and Indigenous teachings students left with deeper connections to community and the land and were equipped with tools to inform systems change and reconciliation. In no time, students were looking at complex challenges and tearing apart the colonial structures that have challenged First Nations; from gendered violence, media misrepresentation, to substance abuse.

Initially, the cohort was supporting a First Nations school in the creation of a culture and wellness day for their community impact project. Unfortunately, this was not able to come to fruition. Pivoting, the cohort supported the creation of family care kits for the Awo Taan Healing Lodge for families fleeing violence and supported a community feed on the Blood Reserve. The cohort quickly learned about the complexities of working in Indigenous communities and the care that is needed to hold relationships.

The 2022/23 Anitopisi Leadership Program concluded in April with a closing ceremony led by Alvine Eagle Speaker. The students each had the opportunity to create and share a creative arts expression that represented something they learned and will carry forward. Each student shared their vulnerabilities, aspirations and commitments to move forward in a good way. For some, connection to culture and identity stood center, others a renewed commitment to individual and family wellness, and for some stepping into their calling for community based leadership. Each different, each beautiful and each full of life.

## 2022/2023 COHORT



**BRITTANY**  
*Bachelor of  
Social Work*



**DAVID**  
*Bachelor of  
Business Admin*



**SAMBRELA**  
*Bachelor of Arts,  
Psychology*



**SKYE**  
*Bachelor of  
Social Work*



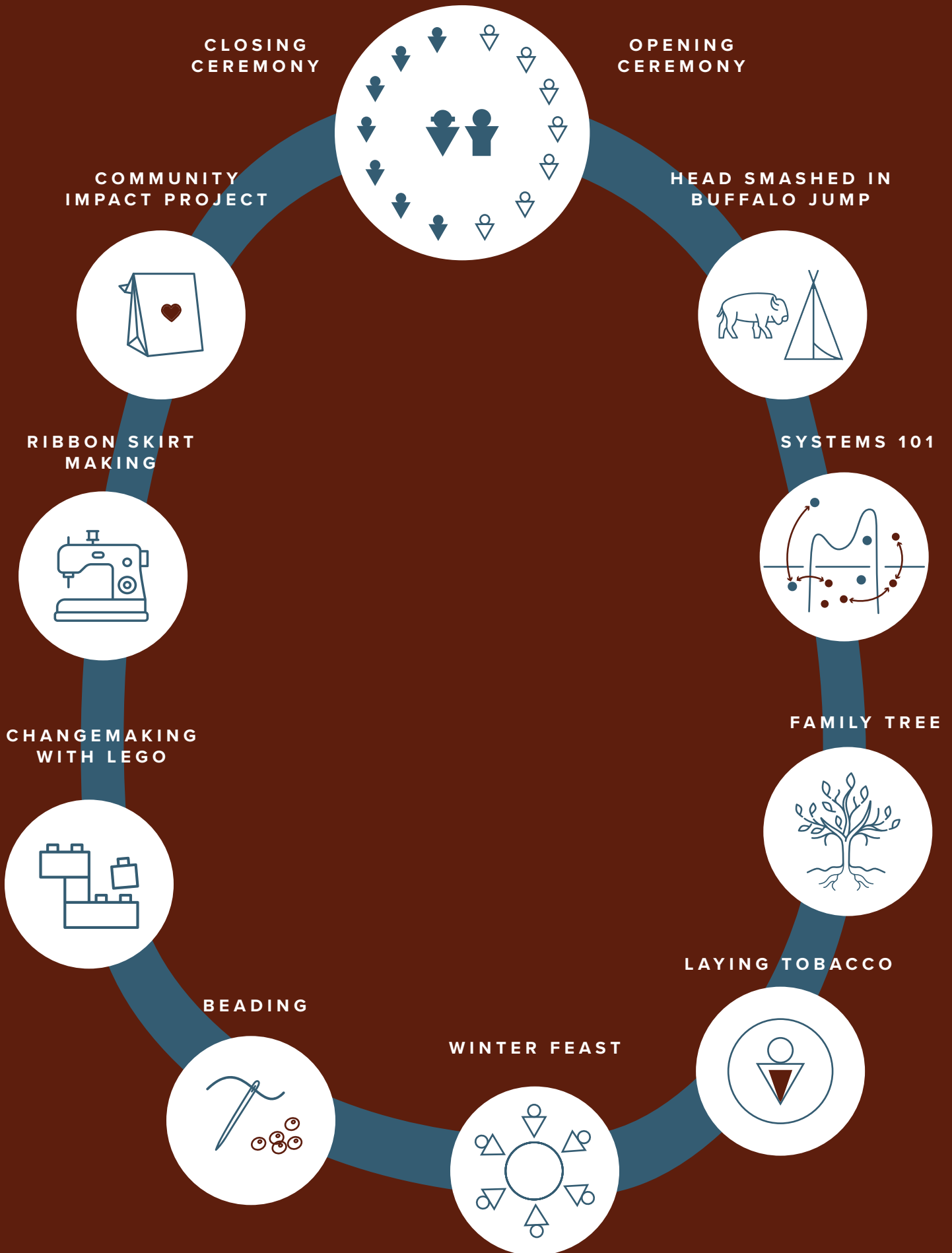
**TALA**  
*Bachelor of Arts,  
Policy Studies*



**ZOË**  
*Bachelor of Arts,  
Psychology*



# JOURNEY MAP



“

*“It’s been 8 years since I immigrated to Canada. I know first hand the experience of being a newcomer. I have learned through Anitopisi ways in which I am benefiting from a system that continues to oppress others. Colonization is very much alive in Canada and where I come from. I would like to empower and uplift other immigrants in their own learning and discovery to be good treaty people.”*

*“Anitopisi has empowered me to connect to my culture and to make that possible for my family.”*

*“I will move through the world with a more nuanced perspective and understanding of my place of privilege. Anitopisi has taught me the value in decentering myself and my perspective to uplift others. I will carry this forward.”*

## ANITOPISI IN REVIEW

---

**6**

**STUDENT  
CHANGEMAKERS**

**4**

**ELDERS  
ENGAGED**

**6**

**COMMUNITY  
CONNECTIONS**

**4**

**FACULTY AND/OR STAFF  
AS SESSION LEADS**

# ACKNOWLEDGEMENTS AND CLOSING REFLECTION

The Anitopisi Leadership Program was a two-year pilot project that was brought to life in 2020 with the generous support of the Calgary Foundation. With the continued support and guidance from community partners and elders, the Studio has successfully completed the pilot program. Through the creation and implementation of Anitopisi our team has made great strides towards building and maintaining relationships in Indigenous communities. Anitopisi has deepened our team's understanding of Indigenous knowledge and teaching practices, leading to the transformation of some of our internal practices in the Studio.

Most notably, the Studio has shifted some of our systems thinking facilitation tools and convening practices based on what has been learned through Anitopisi. Through the integration of these practices into other Studio offerings we are able to see a longevity and broader scope of impact.

The Studio has chosen to take the 2023/24 academic year to evaluate and restructure the Anitopisi Program and will be seeking funding opportunities to launch Anitopisi in the Fall of 2024. Our hope is to secure multi-year funding that would allow for a larger student cohort, increased campus and community connections and a broader campus reach of changemaking and reconciliation.



## COMMUNITY ACKNOWLEDGEMENTS

Spike Eagle Speaker  
Alvine Eagle Speaker  
Harley Bastien  
Roy Bear Chief  
Hayden Melting Tallow  
Tashina Calf Robe  
Bob Montgomery

Wacey Little Light  
Dion Simon  
Michelle Robinson  
Katharine McGowan  
The Iniskim Centre  
Head-Smashed-In Buffalo Jump  
Blackfoot Crossing Historical Park

# ART FOR SOCIAL CHANGE

## ABOUT THE HUB

Art for Social Change Network (ASCN) is a new Canadian community-engaged arts network with 14 hubs across Canada. The ASCN: Calgary Hub is operated in partnership with Calgary Arts Development, Trico Changemakers Studio and the International Centre of Art for Social Change.

The Calgary Hub is a space to connect, collaborate, and celebrate the power of arts in addressing social challenges and in building thriving communities. The goal of the Calgary Hub is to build, promote, and nurture the field of art for social change and community-engaged arts in Calgary as a vehicle for social change.

We are a community of inspiring Mohkínstsis (Calgary) based art for social change practitioners, community leaders, non-profit organizations, art based organizations, and those interested in using art to drive social change.

We come together to share stories, resources, initiatives, and build relationships to strengthen the field from within, and raise awareness about Art for Social Change.

## KEY HIGHLIGHTS

### 122 HUB MEMBERS

### 2 COMMUNITY ENGAGEMENTS

- What is this thing... Art for Social Change? With Judith Marcuse
- Perlin Foundation for Wellbeing Spring Bliss Festival - Community Booth

### ART FOR SOCIAL CHANGE IN CALGARY REPORT LAUNCH

### 3 REPORTS TO COMMUNITY

- Unveiling Art for Social Change in Calgary - Report Back to Community Event
- Living a Creative Life 2022 Congress - Presentation
- National Art for Social Change Network - Presentation

### 8 MEETINGS WITH THE GUIDING COLLECTIVE TO CO-CREATE ASCN: CALGARY HUB STRATEGIC PLAN

### 6 MEETINGS WITH THE NATIONAL ASCN KNOWLEDGE EXCHANGE



## 2022/23 GUIDING COLLECTIVE MEMBERS

The purpose of the ASCN Calgary Hub is to continue to build and grow the network to support art for social change practitioners in Calgary including individuals, artists and organizations working on art for social change initiatives. The Guiding Collective meets monthly to explore specific themes looking at how we can strengthen the network in the city.



*Caroline Loewen*



*Cesar Cala*



*Daniel Smithies*



*Diana Grant-Richmond*



*Stacey Perlin*



*Wunmi Idowu*

## POINTS OF NURTURING GOING FORWARD

With the help of the Guiding Collective the Hub's focus will continue to be on creating space for **a connected and engaged art for social change community in Calgary** by increasing connection between art for social change practitioners and animating the work of art for social change in Calgary. In doing this, we hope to strengthen the local art for social change ecosystem and demonstrate the value of art for social change in communities.

### RELATIONSHIPS WITH PARTNERS

Our relationship with Calgary Arts Development continues to deepen in our shared commitment to arts and changemaking. As the art for social change movement gains momentum, we've partnered with Calgary Arts Development to design their next Living a Creative Life Congress on the theme of Art for Social Change. We're also working in parallel with Calgary Arts Development Community Working Group (ASC POD) to double our efforts in building a strong art for social change ecosystem.

We'll continue to engage in knowledge exchange and nurture the relationships we hold through the national Art for Social Change Network and other Hubs across Canada to bring new perspectives, resources, partnerships and ideas to aid art for social change practitioners in Calgary.

We hope to make changemaking visible and accessible through Art for Social Change with the growth of the Hub.

### STUDENT ENGAGEMENT

We thank the following students for their support in the Art for Social Change Initiatives (Artists as Changemaker Program and the Art for Social Change Network: Calgary Hub)

- Aiden Pasychny - ASC Film Documentation
- Dawson Bainbridge - ASC Film Documentation
- Maya Pajevic - ASC Project Assistant

# ARTIST AS CHANGEMAKER



Artist as Changemaker (AAC) continues into its fifth year building on learning from artists and community organizations. A partnership between the Trico Changemakers Studio and Calgary Arts Development, Artist as Changemaker is an artist-led initiative to build the capacity of socially engaged artists to create meaningful social change.

Since its inception, Artist as Changemaker has seen significant development and growth. The program has branched into two distinct pathways:

## 1. THE ARTIST AS CHANGEMAKER RESIDENCY

The AAC Residency is artist-led, cohort-based and invites socially engaged artists to enter into partnerships with organizations and communities to meaningfully address social challenges utilizing social innovation concepts and artistic processes. The Residency places emphasis on collaborative, experimental and iterative processes between artists, organizations, and communities. The AAC Residency program is based on 3 unique elements:

- **Social Innovation + Systems Change Knowledge**
- **Organization's Mission + Complex Challenge**
- **Artistic Process + Community Engagement**

## 2. THE ARTISTS AS CHANGEMAKER FELLOWSHIP

The AAC Fellowship is artist-directed and an opportunity for artists who have completed the AAC Residency to build on and further develop initiatives coming out of their Residency. The AAC Fellowship recognizes that social change is a journey and, in some cases, additional time is essential for work to reach its fullest potential. In valuing the outcomes and the processes that artists bring forward from the AAC Residency, this opportunity supports artists to further their work.

## KEY HIGHLIGHTS

### 2022-2024 RESIDENCY

- The length of the Residency was extended to two years to allow more time for relationship building and co-creation between artists and their community partners
- 6 new artists were chosen to participate along with 2 returning artists who were part of the Residency pilot in previous years
- 8 local organizations were invited to participate by artists

### 2022-2024 FELLOWSHIP

- 4 artists were selected to participate in the Fellowship with various connections to new and existing community partnerships
- The Fellowship was designed to align with the Residency timeline to allow for cross pollination between artists and peer-to-peer support

### PROFESSIONAL DEVELOPMENT OFFERED

- 1 Systems Thinking Workshop
- 2 Art for Social Change Workshops
- 2 Social Innovation and Systems Change Courses (12 hours each)

### 5 ARTIST COHORT GATHERINGS

### 1 MIDPOINT SHOWCASE

- Featuring 10 presentations on the journey thus far

## ARTIST COHORT



Ado Nkemka



Apiow Akwai



Louie Fermor



MelVee X



Shumaila Hemani



Stephanie Banzky



Tamara Christian  
Avonlea Eaker



Tito Gomez

## AAC FELLOWS



Barbara Amos



Kevin Jesuino



Melanee Murray-Hunt



Skye Louis

## COMMUNITY PARTNERS



## WHAT WE'RE LEARNING SO FAR...

1. Investing and deepening relationships is an integral part of the program. This is where trust develops between the artists and community partners. Trust in each other leads to expanded capacity to ask challenging questions and to explore possibilities for social change.

2. It's in the space between the program elements where we see the impact of the Residency program beginning to emerge.

3. As the program develops the question we are holding continues to become clear: *"How might we expand the capacity of artists to facilitate meaningful social change?"*

This coming year, we will continue to support the artists and organizations as they work through their complex challenges. Phase 2 of the residency will focus on the following:

- More art based examples in systems change work through Art for Social Change workshops
- Continued delivery of Social Innovation and Systems Change courses
- Documentation of artists' profiles and processes
- Further emphasis on community engagement led by the artists to address the complex challenge

The Endpoint AAC Showcase will take place in Spring 2024 to reveal and reflect on the journey and outcomes of the AAC Residency and Fellowship.





“

*“The course in social innovation and systems thinking approaches have really informed our work. I’ve never had this type of training in systems thinking approaches before and am grateful for them.”*

**Community partner**

*“I have deeper knowledge and understanding related to systems change because of the Residency. I’ve been able to use this in my own work and with my community partner.”*

**Artist**

*“I’ve found new ways of collaborating to bring art based methodologies into this work with my community partner, specifically with those that are creating policies and strategies.”*

**Artist**

*“People don’t always have the language to speak about issues they are experiencing, let alone know how to be involved in change. Art gives that space for people to express what they’re seeing. The artistic process is able to reveal people’s experience in ways that aren’t otherwise possible.”*

**Community partner**

*‘The artistic process is helping our organization see new ways to increase awareness of the barriers our community faces and to highlight the systemic issues at place.’*

**Community partner**

*“The Residency is very different from other projects as it’s collaborative, it’s co-created. It’s helped me be more reflective of my role as an artist. The open approach has brought me back to the value in building relationships. This has been really healing.”*

**Artist**

# CHANGEMAKER CONVERSATIONS



Changemaker Conversations are a space for generative dialogue, meaningful connection and inspiration on issues affecting society and the planet. We believe that everyone is a changemaker and that by sharing our stories, experience and knowledge, we activate and inspire the work of social change. Our intention is that these conversations inspire new ways of knowing, being and doing and will engage our head, heart and hands in the work of changemaking.

## KEY HIGHLIGHTS

Our partnership with the Calgary Foundation has allowed for stronger community engagement and exchange of narratives between campus and community. This past year, we have deepened relationships with MRU faculty, introduced the Conversations into the classroom, and maintained a breadth of speakers actively making change from multiple communities, perspectives and sectors. As a wrap up to this year, we hosted an in person celebration to honor our guest speakers over the past three years, their stories and work as changemakers.

A key aspect of our approach is collaboration because change happens together. Our continued partnership with the Calgary Foundation will allow Changemaker Conversations to further blossom to be a vital platform for changemaking stories. We'll continue to offer well designed conversations and engagement events centered on engaging in conversations that matter with community. We look forward to hosting another year of Changemaker Conversations, featuring inspiring guest speakers, collaborating with campus and community members, and exploring more possibilities to expand the reach of the project.

## A NEW PARTNERSHIP

This year, the Trico Changemakers Studio and Calgary Foundation partnered together for the Changemaker Conversations Project. Changemaker Conversations have grown since their inception in March 2020. There is demonstrated interest for a program that convenes and facilitates honest and brave conversations across campus with students, staff and faculty alongside community members.

The conversations continue to be centered on three central themes, in conjunction with the Calgary Foundations' Vital Priorities.

Our collective vision is to center stories in conversations within the chosen theme areas. Stories are fundamental to human expression, and through stories, we can engage and inspire Calgarians to connect around issues important in our communities.

## T H E M E S

### RIGHT RELATIONS + RACIAL EQUITY

- Strengthening Relationships with Indigenous Communities

### ENVIRONMENT + SUSTAINABILITY

- Pursuing a Sustainable Future

### WELLBEING + BELONGING

- Wellbeing + Belonging
- Poverty Reduction
- Living a Creative Life
- Encouraging Mental Health

## CHANGEMAKER CONVERSATIONS ACKNOWLEDGMENT

Sierra Drummond - Communications Engagement Coordinator, Calgary Foundation

Darbie Ouimet - Communications Associate, Calgary Foundation

Taylor Barrie - Vice President Communications, Calgary Foundation

Dr. Amanda Williams - Assistant Professor in the School of Communication Studies, MRU

Noah Laycock - MRU Student, Bachelor Of Communication (BCMM) - Journalism and Digital Media



# CHANGEMAKER CONVERSATIONS IN REVIEW

---

19

GUEST SPEAKERS

11

CHANGEMAKER  
CONVERSATIONS

1

STUDENT PRODUCED  
PODCAST + ARTICLE

1

CHANGEMAKER CONVERSATION  
CELEBRATION EVENT

2

CLASSROOM ENGAGEMENTS

416 PARTICIPANTS

# CLASSROOM COLLABORATION

Dr. Amanda Williams

COMM3738 Research Design and Methodology

*“The Bringing Conversations that Matter into the Classroom initiative proved to be an enriching venture for both students and instructors involved. As an instructor, I was impressed by the students’ connections, their creativity, and their ability to seamlessly blend community engagement with an academic pursuit. Seeing the students’ dedication in creating something meaningful for the community partner added real world significance to their learning experience and made sure they have future portfolio pieces they can highlight should they chose to do so.*”

*One student, who was interviewed about the experience articulated the meaningful impact it had on him: ‘[This project] has truly demonstrated to me that I have the potential to make a positive difference in someone’s life if I genuinely care and put in the necessary effort.’ These words capture the broader influence of the experience, highlighting how it empowered students to believe in their capacity for change. Furthermore, the opportunity for a student to curate materials and produce a new podcast as a follow-up not only provided a valuable work experience but also equipped them with skills they can carry forward in their future endeavors. They learned to manage deadlines, collaborate with diverse team members, and deliver professional work and adjust for feedback. Ultimately, everyone involved benefited even beyond the completion of the term.”*

**Amanda Williams, MRU Faculty**

“

*“It was a dual learning process. I learned from participants as well.”*

**Speaker**

*“I’m reminded of the power and passion of people, especially those at a grassroots level, to affect significant change through purposeful connections.”*

**Participant**

*“I have gained perspectives beyond what I might encounter in my own spheres; Changemaker Conversations allowed me to learn about myself, have increased empathy and be more aware of my biases.”*

**Participant**

*“I felt inspired! It feels wonderful to get on a call where people care.”*

**Speaker**

*“I was able to speak openly and authentically based on the nature of the Changemaker Conversations.”*

**Speaker**

*“Changemaker Conversations keep me connected to what’s happening in the community. I’m inspired by the conversations and guest speakers.”*

**Participant**

WELLBEING + BELONGING

Productive Discomfort: Scarcity to Abundance  
with *Swallow-A-Bicycle Theatre*



Mark Hopkins



Kris Vanessa Teo Xin-En

Building Civic Infrastructure for  
Changemaking with *Action Dignity*



Francis Boakye



Humaira Falak

Activating Downtown Spaces  
Through Art with *The Alcove*



Bethel Afework

The Power of Designed Narrative for  
Wellbeing and Mental Health in our  
Community with *Perlin Foundation for  
Wellbeing*



Stacey Perlin

Reconciliation: Notions of Healing  
and Wellness with *Awo Taan  
Healing Lodge Society*



Elder Marion Lerat



Josie Nepinak

## RIGHT RELATIONS + RACIAL EQUITY

Journalism's Racial Reckoning: The News Media's Pivot To Diversity and Inclusion



Brad Clark

Exploring The 7 Grandfather Teachings: Making Change For Right Relations and Equity Through Self Reflection and Perspective Sharing



Shane Gauthier



Melissa Roy



Simon Ross

Immigrant Integration And Settlement In Canada: Notions Of Acceptance, EDI/ Anti-Racism Best Practices, and Role Of Community Organizations



Moussa Magassa



Farah Ali



Marva Ferguson

## ENVIRONMENT + SUSTAINABILITY

Biodiversity – Going, Going, Gone?  
*with Miistakis Institute*



Tracy Leacock



Danah Duke

Street Legacy: Shaping What We Owe Our Future  
*with Sustainability Calgary*



Celia Lee

Women-led Climate Change Solutions: Developing A Policy Guide from Indigenous and Immigrants' Perspectives



Jebunnessa Chapola



# CHANGEMAKER IN RESIDENCE



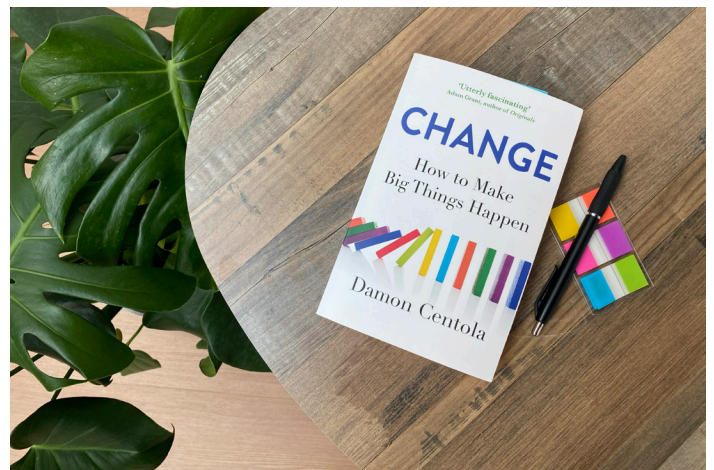
In January 2023, the Studio welcomed our first Changemaker in Residence - Steacy Pinney. As the former CEO of the treasured local nonprofit Calgary Reads, Steacy is a true changemaker with a passion for early childhood literacy and an incredible systems mindset. In 2023, Calgary Reads was dissolved as a non-profit through a “dandelion dispersal,” transferring its programs and knowledge to seven different Seed Partner Organizations. This dispersal allows for established programs developed by Calgary Reads to grow into something new and continue to have an impact on the community.

## SEED PARTNERS FOR LITERACY

Through the first half of 2023, Steacy has focused on supporting the seven Seed Partner Organizations who were gifted with the assets of Calgary Reads. This work is being supported through a year-long series of workshops facilitated by the Studio team (see page 34).

## CHANGEMAKER BOOK CLUB

As part of the Changemaker in Residence program, we launched the Changemaker Book Club on March 1st. Book Clubs have long been a social space to explore big ideas, and learn intellectually and emotionally as we seek wisdom from books and each other. Throughout the spring semester, the Book Club members (students, faculty, staff, community members) gathered in the studio to discuss *Change – How to Make Big Things Happen* by Damon Centola. The Book Club will return for the next session in the fall of 2023.



As Changemaker in Residence, Steacy will be working with faculty in the Department of Education, sharing her knowledge and expertise on campus and working with the Studio team to develop and launch the 2-year Literacy Lab. We look forward to supporting Steacy’s work and seeing the change that comes from this collective and collaborative journey.

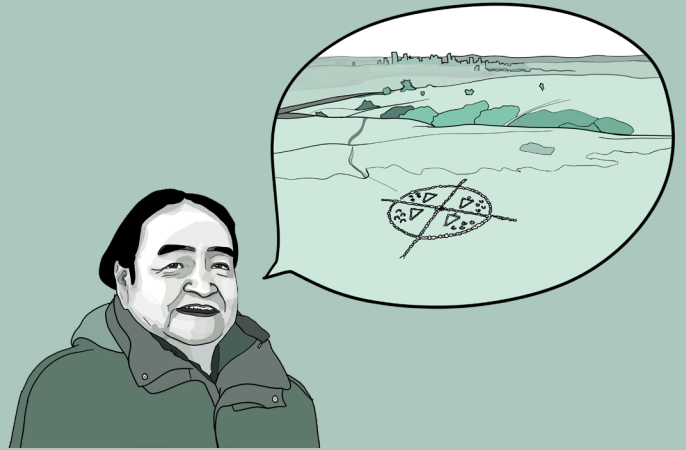
The Studio gratefully acknowledges the support of an anonymous donor through the Calgary Foundation for this year’s Changemaker in Residence.



# BLACKFOOT LUNCH + LEARN

Blackfoot Lunch & Learns provide a space for people of all backgrounds and knowledge levels to learn through an Indigenous; Blackfoot specific, way of being. Part of changemaking is being able to push the boundaries of our own beliefs and worldview - making spaces like this even more important. We are grateful to Hayden Melting Tallow of the Siksika Nation for sharing his time, knowledge and understanding with us. Over the years Lunch & Learns have adapted based on learner feedback and guidance from Hayden.

In the Fall 2022 semester Lunch & Learns were hosted in a series of four 1-hour sessions that were open to students, faculty and the MRU community. Each session housed a new topic area and provided an insight into the complexities of Blackfoot knowledge, history and worldviews.



## FALL 2022 DISCUSSION TOPICS

- **Medicine Wheels**
- **Blackfoot Language 101**
- **Blackfoot Herbalism**
- **Storytelling & Epistemology**

Blackfoot Lunch & Learns are hosted by the Trico Changemakers Studio in partnership with the Bissett School of Business.

“

*“The Blackfoot Lunch n Learns allowed me to step into the history of this land while learning what’s alive and real currently for Blackfoot people.”*

*“The format of the Blackfoot Lunch n Learns was inviting. I was able to ask questions that I wouldn’t otherwise have the opportunity to ask. Elder Hayden’s humility really made that possible.”*

*‘Insights from the Blackfoot Lunch n Learns have prompted me to learn more. I feel more comfortable speaking to Elders.’*

# FACILITATING CHANGE

Meaningful, transformative, purposeful and intentional change requires well designed processes and skillful facilitation. At the heart of the Studio's work is the art of convening, hosting, designing and facilitating participatory processes for meaningful change. Our facilitation team works with community clients to dive deeply into complex social and environmental issues.

This past year, we had the honour and opportunity to work alongside community clients and partners on change processes for reconciliation, data and story in the nonprofit sector, and children's literacy.



TRAINING + CAPACITY BUILDING



SOCIAL LABS



COMMUNITY ENGAGEMENT

# ACTIVE RECONCILIATION TREATY 7

Active Reconciliation Treaty 7 (ART7) is an immersive retreat experience for nonprofit organizations to explore reconciliation through systems thinking tools and approaches. The retreat is hosted by the Calgary Foundation and co-facilitated by members of the Foundation and Studio teams. Fall of 2022 marked the fourth year co-facilitating with the Calgary Foundation and this past year we were blessed with the opportunity to gather again in person and on the land at the Juniper Hotel in Banff.



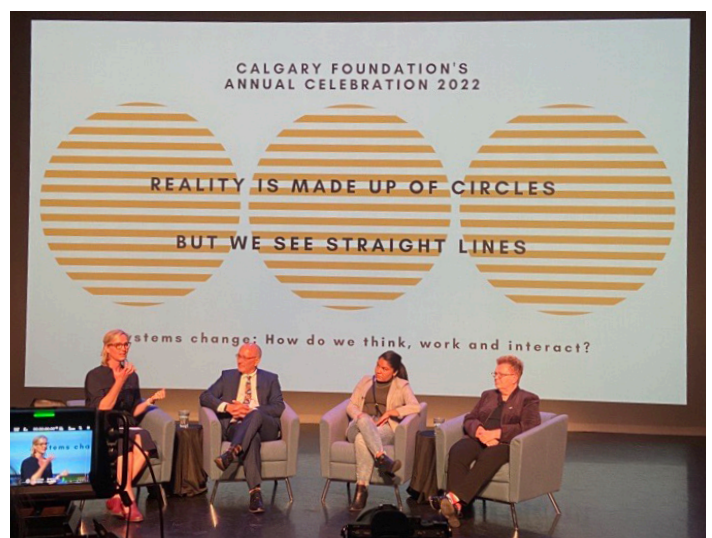
“

*“I’m feeling a heavy sense of gratitude after spending three days in the mountains with some incredible community leaders who facilitated a process focused on inspiring transformational thinking about systems change required for reconciliation. It was a deeply emotional and vulnerable experience I will carry with me.”*

**Teri Buckley**, Trellis Board Member

# CALGARY FOUNDATION ANNUAL COMMUNITY CELEBRATION

On October 12, 2022 Calgary Foundation hosted its Annual Celebration at Decidedly Jazz Danceworks with a focus on systems change. Studio Director, Lena Soots was asked to speak about systems change and systems thinking and the Studio’s work with the Calgary Foundation. Lena hosted a panel with community changemakers reflecting on the importance of systems approaches to complex community challenges. Over 300 Calgarians joined both in-person and online to hear Latasha Calf Robe, Studio Program Lead for Anitopisi, alongside Dr. Michael Hart, Vice Provost (Indigenous Engagement) at University of Calgary, and Pam Krause, Executive Director of the Centre for Sexuality.



# NONPROFIT RESILIENCE LAB

## CO-DESIGN FOR STORY + DATA

2022 marked the second year of the Nonprofit Resilience Lab in partnership with the Calgary Foundation. This multi-year social innovation lab is exploring how we might reimagine and transform how the nonprofit sector co-creates thriving and resilient communities in the context of increasingly complex pressures and challenges.

After the first year of system and story mapping, we launched into the Co-Design Phase of the lab in 2022 with a focus on Data + Storytelling as a high potential area for meaningful change in the sector.

### WHY DATA + STORYTELLING?

We live in a world of data. Never before have we had access to so much information in so many forms.

In the nonprofit sector, we tend to collect data primarily to report to funders - to account for funds spent and the resultant impact. The act of gathering data is costly and time consuming, yet many funders remain reluctant to invest in gathering the data they require of organizations. Further, the data that funders collect remains unused, while the potential for shared insight and greater impact is lost. Lack of coordinated data sets means that many organizations are working in similar spaces on similar issues without ever sharing information or insights. Given the emphasis on demonstrating successful outcomes, we are unlikely to highlight the rich information that lies within our failures - our learnings.

### OUR JOURNEY SO FAR...



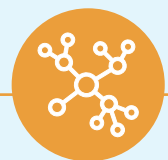
September 2020  
**Initiation +  
Commence  
Guide Group**



**Systems +  
Storytelling**



**KNOWLEDGE  
GATHERING**



**DATA**



**IMPLEMENTATION**  
March 2024



**TESTING**



**PROTOTYPING**



**IDEATION**

Next, data remains synonymous with linear, western models that prioritize numbers, inputs-outputs, and results-based frameworks. As such, we lose the stories that bring meaning and nuance to these numbers and offer deeper insight into what actually makes a difference. We have work to do to decolonize our approach to data - valuing and honouring the diverse knowledge systems and story sharing methodologies within our communities. We need to ensure that our methods of collecting and analyzing information do not perpetuate inequities, deepen imbalances and reinforce colonizing practices within the sector.

Finally, stories and data help us advocate for change. The nonprofit sector is vastly under-resourced when it comes to gathering and transforming data and stories into meaningful, systems-level change.





## THE CO-DESIGN TEAM

The Co-design team is made up of 12 outstanding individuals who bring a diversity of experiences, perspectives, knowledge and voices to the topic of data + storytelling in the nonprofit sector.



**CORY BEAVER**  
*Canada Bridges*



**DEREK DEACON-ROGERS**  
*Aligned Direction*



**DOMINIC SHAW**  
*Independent*



**ELEAH REIMER**  
*Calgary Legal Guidance*



**GEOFF ZAKAIB**  
*CivicTech YYC / Data for Good*



**GREGORY BURBIDGE**  
*Calgary Arts Development*



**JACIE ALOOK**  
*Canada Bridges*



**JACQUIE HARRIS**  
*Chevron*



**JAMILAH EDWARDS**  
*Lionheart Foundation*



**KEN LIMA-COELHO**  
*Big Brothers, Big Sisters*



**ROMAN KATSNELSON**  
*KDR Consulting*



**SABIA REMTULLA-WILSON**  
*Government of Alberta*

## THE FACILITATION TEAM



**JILL ANDRES**  
*Facilitation Lead + Co-Design Coach*



**LENA SOOTS**  
*Facilitation Lead + Co-Design Coach*



**PRISCILLA CHERRY**  
*Consultant, Community Care*

Over the course of 10 months, the co-design team came together for 8 intensive workshops to deepen their understanding of the challenges related to data and storytelling in the sector, to identify patterns and leverage points in the system, and to begin to ideate and prototype new ideas.

Prototypes are currently being developed in the following areas and will be tested between September 2023 and March 2024.

- Redistributing power between funders, organizations and end-users
- Data sharing: Organization to organization
- Alternatives to traditional reporting structures
- End-user co-design of funding and reporting systems
- Data collaboration and minimal viable data sets
- Storytelling as a transformative tool for communities



### WHAT IS CO-DESIGN?

Co-design is an approach of designing with, not for, people. Co-design uses creative and participatory methods with a focus on shared power and equity. Our facilitation team is using K. A McKercher's (2020) Model of Care for Co-design as a way of supporting the design team throughout the process.

“

*“Since joining Nonprofit Resilience Lab’s Co-design Team, I have been pleasantly surprised about the thought and effort put into the process. I have been faced with questions that I never thought I would think about and have started to grow into a new way of processing and thinking about challenges.”*

**Dominic Shaw**, Disability Advocate, Co-design Team member



# CALGARY READS SEED PARTNERS + LITERACY LAB

In September 2022, the Studio began working with Calgary Reads in support of its Dandelion Strategy. In 2021-2022, Calgary Reads began the process of dissolving and distributing its program assets to various organizations - Seed Partners - throughout Calgary and Canada in support of children's literacy.

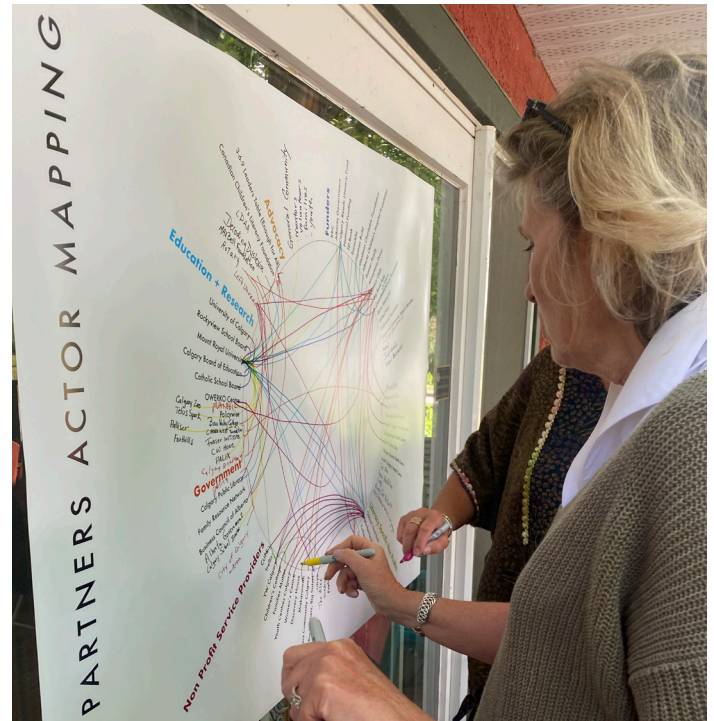
Stacey Pinney, CEO of Calgary Reads explains, "The dandelion is our strategy to address succession, sustainability and scale. Community change efforts need to be dynamic and sustainability doesn't always have to mean preserving the current form. Our goal is a more equitable and resilient future for young readers, but also distributed leadership - new partners who will own this great challenge, work in new ways, and collaborate strategically, to redesign the systems that must work better to support children."

Using the Adaptive Cycle framework as a foundation, the Studio facilitation team began working with Calgary Reads and the seven Seed Partners over a series of workshops to support the dissolution of Calgary Reads and the successful integration of program assets across a broader ecosystem of organizations. With a focus on systems change, the Seed Partners have been mapping the literacy ecosystem in Calgary and identifying opportunities for deeper collaboration. The Seed Partner workshops will conclude in September 2023.

With the generous support of an anonymous donor through the Calgary Foundation, the Studio has received funding for a 2 year social innovation lab focused on childhood literacy in Calgary. The Literacy Lab will launch in January 2024.




**How might we nurture a rich literacy ecosystem that ensures all children have access to fun, safe and inspiring opportunities to discover and embrace the joy of reading?**







“



*“Calgary Reads has every confidence that Lena, Barb and Amy (Trico Changemaker Studio facilitators) are the right team to guide the dandelion seed partners through a year of nurturing relationships, taking time for thoughtful conversations and deep learning about the adaptive cycle. Calgary Reads wish was that our dissolution and scattered seeds would inspire the possibility of an emerging early literacy ecosystem with new actors, quality connections and sustainable resource flows that would function in wise and creative ways to support every child’s right to read with confidence and joy. Thanks to the Studio team, a new field and path forward is appearing.”*

**Stacey Pinney**, CEO Calgary Reads

*“Being part of the working sessions offered by the Trico Changemakers Studio this year was a pleasure and kept me engaged the entire time... Lena and her team presented opportunities to reflect, discuss, and process concepts and information leading to understanding other groups’ perspectives and building on these relationships. The level of facilitation was excellent, with clear communication, delivery of new concepts, and choosing key questions and activities to support the many learnings presented. I would highly recommend Lena and her team for any type of organizational challenges, as they are experts in untangling complex situations and supporting the learning required to achieve new perspectives and action plans.”*

**Manon Mitchell**, Rotary Club of Calgary



# LOOKING AHEAD

## **ASHOKA U CHANGEMAKER CAMPUS - DESIGNATION RENEWAL**

This past year, MRU was awarded a renewal of our Ashoka U Changemaker Campus designation along with several other Canadian universities. This renewal not only confirms our position in the post-secondary landscape as an innovative institution committed to social innovation and demonstrated leadership towards social and environmental change, but it also provides an opportunity for Change Leaders to refresh and deepen our culture of changemaking on campus. Brit Nickerson is the Studio's (and MRU's) first Changemaker Engagement Strategist who will be working to design and implement engagement strategies, programs and activities that creatively engage students, faculty, staff and community members in the work of changemaking both in the Studio and across campus.



## **LITERACY LAB LAUNCHING IN JANUARY 2024**

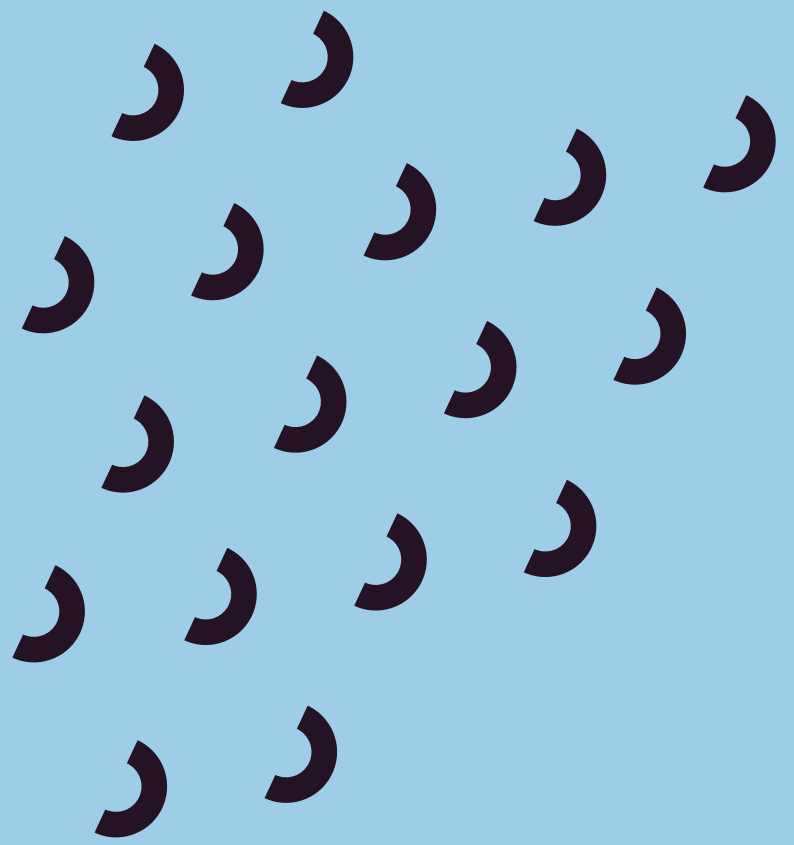
In January 2024, we will be launching our next multi-year social innovation lab with a focus on childhood literacy. As a continuation of the work of Calgary Reads and the Dandelion Seed Partners, the Literacy Lab will take a systems approach to tackling the complex challenge of improving childhood literacy in Calgary. We are thrilled to be partnering with Jill Andres of Creating Value who will co-lead the lab with Studio Director, Lena Soots. The Literacy Lab is made possible by the generous donation of an anonymous donor through the Calgary Foundation.

## **STUDIO ACCESS PASS**

We have introduced a new model for community access to the Studio with the Studio Access Pass. The Studio Access Pass is designed to create access to inspiring, functional, flexible space for individuals and organizations in Calgary working to make the world a better place. This annual pass allows community organizations to book workshop, meeting and event space at the Studio throughout the year. We look forward to welcoming new organizations to the Studio through the Access Pass.

## **NEW TEAM MEMBERS**

This past year we bid farewell to several long-term Studio team members who have moved on to new adventures (Ashley, Skye, Latasha, Amy). We have also welcomed new team members - Brit Nickerson as our Changemaker Engagement Strategist and Christina Metters as our Studio Administrator. We are thrilled to have them on our team and are blessed with their wealth of experience and expertise in the world of changemaking. With new people comes new perspectives, new ideas and new ways of working. We can't wait to see what we get up to together!



# COMMUNITY CONNECTIONS





Rainbow Elders Calgary



Swallow-A-Bicycle Theatre



# OUR TEAM



**AMY RINTOUL**  
*Information Designer*



**ASHLEY DION**  
*Engagement + Facilitation Assistant*



**BARB DAVIES**  
*Social Impact & Evaluation*



**BRIT NICKERSON**  
*Changemaker Engagement Strategist*



**LATASHA CALF ROBE**  
*Program Lead*



**LENA SOOTS**  
*Studio Director*



**SALLY NJOROGE**  
*Program Lead*



**SKYE LOUIS**  
*Studio Administrator*

# IN RESIDENCE



**ELDER HAYDEN  
MELTING TALLOW**  
*Elder in Residence*



**STEACY PINNEY**  
*Changemaker in Residence*

# STUDENTS



**AIDEN PASYCHNY**  
*Art for Social Change  
Documentation*



**DANA DUTTON**  
*Production Assistant*



**DAWSON BAINBRIDGE**  
*Art for Social Change  
Documentation*



**MAYA PAJEVIC**  
*Art for Social Change  
Project Assistant*

# COLLABORATORS



**ALLISON SCHULZ**  
*Vice-President, Capacity Building,  
Calgary Foundation*



**ANNA JOHNSON**  
*Capacity Building Associate,  
Calgary Foundation*



**DARBIE OUIMET**  
*Co-Director of Communications,  
Calgary Foundation*



**JILL ANDRES**  
*Consultant, Social Labs  
Principal, Creating Value*



**KATIE MACDONALD**  
*Cultural & Community Engagement  
Coordinator, Calgary Foundation*



**PRISCILLA CHERRY**  
*Consultant, Community Care*



**SIERRA DRUMMOND**  
*Communications Engagement  
Coordinator, Calgary Foundation*



**TIM FOX**  
*Vice President Indigenous  
Relations + Equity Strategy,  
Calgary Foundation*



tricochangemakersstudio.ca

@tricostudiomru