DiverseCity Fellows
Powered by Purpose Unlimited

111 Peter St, Suite 408 • Toronto, ON • M5V 2H1
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2025 DiverseCity Fellows Curriculum Outline*

DiverseCity Fellows powered by Purpose Unlimited includes core programming, workshops and optional closed sessions.

Core Programming: Leadership development sessions designed to provide Fellows with the strategies, tools, and resources to effect positive change within and across the Greater Toronto and Hamilton Area.

Workshops: A supplementary series of programming designed to provide hands-on experiences and support deeper learning related to some of our region's most pressing challenges and opportunities.

Optional Closed Sessions: Facilitated and self-guided opportunities for Indigenous, Black and racialized Fellows to share, explore, and support each other in a brave space.

Fellows are expected to participate in at least 80% of core sessions & workshops of which at least 75% should be in-person.

Session Dates & Descriptions

1. **Session 1 - Orientation:** The official launch to the program year, this first session will introduce Fellows to the program, CivicAction staff, and the 360 Assessments.
   - *Tuesday, March 4th, 2025, 5:45pm-8:30pm | In-person (Toronto)*

2. **Session 2- Fellows Retreat:** An opportunity for Fellows to build relationships and set the foundation for a year of transformative learning and experiences.
   - *Friday, March 21st 2025 (1 pm to 4:45 pm) & Saturday, March 22nd (9:30 am to 3:40 pm), 2025 | In-person (Toronto)*

3. **Session 3 - 360 Assessment Results & Leadership Development Milestones:** A walk through of 360 assessment results followed by overview of coaching, Individual Development Plans, and mentor matching.
   - *April 30th 2025, 6:00pm-7:00pm | Virtual*

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4. **Session 4 - Building Bridges in a Polarized World**: Learn about the role of trust, truth, and social cohesion in city-building in an increasingly polarized world followed by a WORKSHOP: a practical hands-on experience to complement the core session.
   - *May 13th 2025, 6:00pm-9:00pm | In-Person*

5. **(OPTIONAL CLOSED SETTING SESSION)** A facilitated and self-guided opportunity for Indigenous, Black and racialized Fellows to share, explore, and support each other in a brave space.
   - *June 10th 2025, 6:00pm-7:30pm | Virtual*

6. **Session 5 - Indigenous Leadership & Transformation:** Learning from Indigenous leaders creating transformative change in city-building while strengthening your Indigenous cultural competency through an exercise.
   - *June 24th 2025, 6:00pm-9:00pm | In-person (Toronto)*

7. **Session 6 - High Stakes Conversations**: This session offers effective approaches to transforming uncomfortable situations into insightful conversations.
   - *July 15th 2025, 6:00pm-9:00pm | Virtual (Toronto)*

8. **Session 7 - WORKSHOP: Showing Up for Each Other:** How to embody allyship across identities and lived experiences.
   - *July 30th 2025, (6:00-8:00pm) | In-Person (Toronto)*

9. **Session 8 - Reframing Leadership & Summer Social:** Re(exploring) notions of leadership beyond the normative lens, followed by an opportunity to come together and strengthen relationships between the cohort.
   - *August 19th 2025, 6:00pm-9:00pm | In-person (Toronto)*

10. **(OPTIONAL CLOSED SETTING SESSION)** A facilitated and self-guided opportunity for Indigenous, Black and racialized Fellows to share, explore, and support each other in a brave space.
    - *August 26th 2025, 6:00pm-7:30pm | Virtual*

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11. **Session 9 - Creating Cross-Sectoral Connections & Mid-Year Checkpoint**: Dive deep into the power and importance of cross-sectoral connections in effecting positive change.
    - *September 23rd 2025, 6:00pm-8:00pm | In-Person (Toronto)*

12. **(OPTIONAL CLOSED SETTING SESSION)** A facilitated and self-guided opportunity for Fellows who identify as Black to share, explore, and support each other in a brave space.
    - *October 15th 6:00pm-7:30pm | Virtual*

13. **Session 10 - Government Relations**: Learn about practical tools for working with and influencing government officials, agencies, and policy to affect change followed by a WORKSHOP: a practical hands-on experience to compliment the core session
    - *October 28th 2025, 6:00pm-9:00pm | In-person (Toronto)*

14. **Session 11 - City-Building in Action:** An immersive session in which Fellows will learn about city-building work from leaders in Hamilton.
    - *November 18th 2025, 2024, 9:00am-2:00pm | In-person (Hamilton)*

15. **Session 12 - Storytelling Session:** Exploring the power of storytelling in city-building followed by a WORKSHOP: a practical hands-on experience to compliment the core session
    - *December 2nd 2025, 6:00pm-9:00pm | In-person (Toronto)*

16. **Retreat & Closing Dinner:** The culmination of the Fellows' experience provides an opportunity to solidify the leadership and city-building skills gained through the year. A celebratory dinner will follow!
    - *January 27th 2026, full day | In-person (Location TBC)*

**Please note, this outline is draft and may be adjusted before the program formally begins, and updated versions may be issued throughout the program year. Generally, we do our best to adhere to committed dates and times and will provide as much notice as possible in the event there are changes.*

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Additional Key Dates

2025-2026

March

- **March 5th:** Fellows gain access to 360 Assessments
- **March 26th:** Fellows to submit 360 Assessments

May

- **May 1st:** Fellows receive IDP (Individual Development Plans) templates and begin working on an initial draft of their IDP, with the intention to fine-tune and finalize their IDP with their coaches
- **May 26th:** Fellows to be matched with Coaches

June

- **June 1st:** Coaching begins (Ends on Aug 1st)

August

- **August 5th:** Fellows to submit their IDPs to CivicAction
- **August 12th:** Mentor matching begins