



ASSOCIATION OF KOOTENAY & BOUNDARY LOCAL GOVERNMENTS

2023 AGM & Convention | Cranbrook, BC

Fostering Social Cohesion: A cornerstone of civic leadership

Diane Kalen-Sukra





The society that loses its grip on the past is in danger, for it produces men who know nothing but the present, and who are not even aware that life had been, and could be different from what it is.

ARISTOTLE, *Politics*





“A house divided against itself cannot stand.”

**“A genuine leader is not a searcher for consensus,
but a molder of consensus.”**





Words that Foster Social Cohesion



A Dozen Words of Social Cohesion

Love

Justice

Fellow Human Beings (*common humanity*)

Seek Understanding

Compassion

Heart

Wisdom

Grace

God (*spiritual dimension*)

Unity

Live together

Gentle

“Let us dedicate ourselves to what the Greeks wrote so many years ago, to tame the savageness of man, and make gentle the life of this world.” – Robert F. Kennedy



**Political leaders
are culture
shapers.**

**Great political
leaders foster
social cohesion.**

“The essence of civic virtue
is to find ways to increase
our **collective harmony.**”

- MARCUS AURELIUS





Low Social Cohesion = Culture Risk

SaveYourCity.ca



**What is the role of civic
leaders in addressing
culture risk?**

SOCIAL COHESION

Sustainable communities are undergirded by a sustainable culture.



LOVE-BASED COMMUNITY



FEAR-BASED COMMUNITY



SHALLOW COMMUNITY



NO COMMUNITY



Choose wisely. Your culture depends on it...

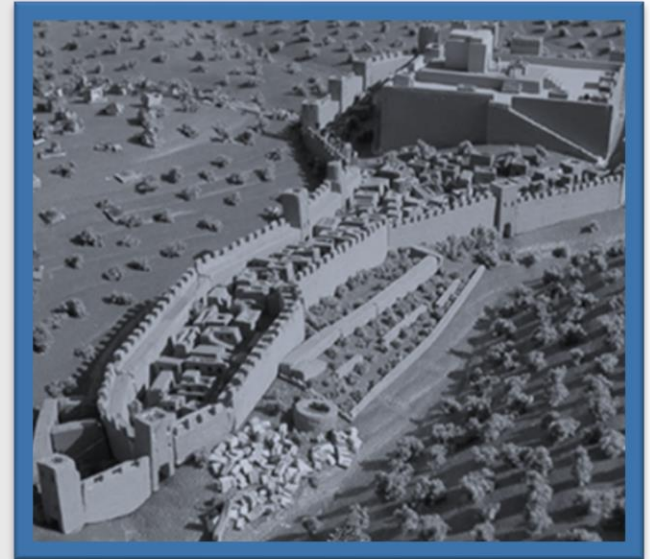


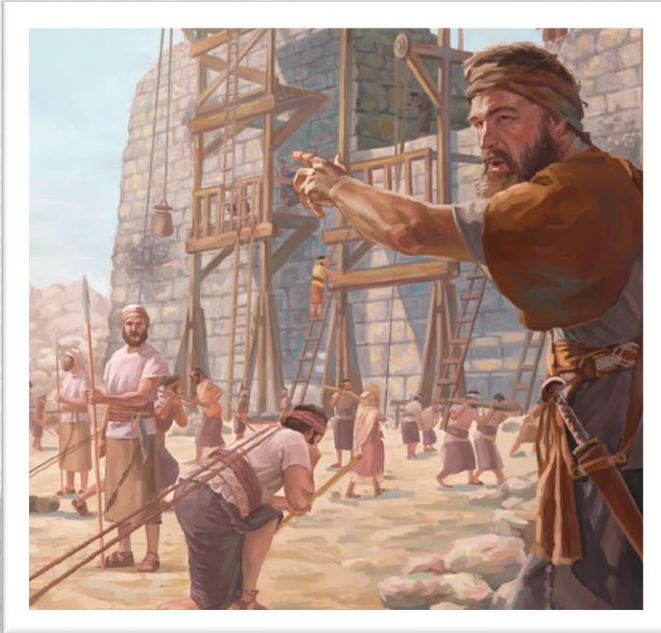
AVAILABLE
SaveYourCity.ca/tools

WARNING: Drinking from this mug has **negative side effects** including strife, animosity, sickness and reduced functioning in all areas of life and work.

SOCIAL COHESION

“Rebuild the City.”



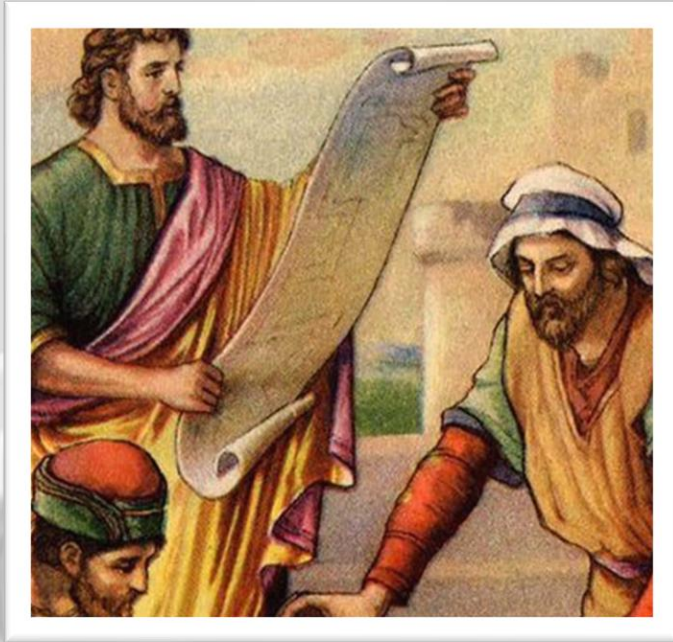


1. Have a **vision**. Have a **plan**.
2. Inspire **hope** (unity).
3. Discern **threats**.
4. Protect **people** and **project**.
5. Be **resilient**.

Rebuild the Wall.

CAPITAL INFRASTRUCTURE





1. Reforms to restore **justice** and **social order**.
2. Educate **citizens**.
3. Measures to relieve **the poor** of unfair burdens.

Rebuild the People.

HUMAN INFRASTRUCTURE





FOSTERING SOCIAL UNITY

“Put more trust in nobility of character than an oath.”

– SOLON

TOXIC CULTURE : MOB RULE



“It is not my crimes that will convict me, but instead, rumour, gossip; the fact that by whispering together you will persuade yourselves that I am guilty.”

– SOCRATES





“The City is what it is, because the people are what they are.”—
PLATO

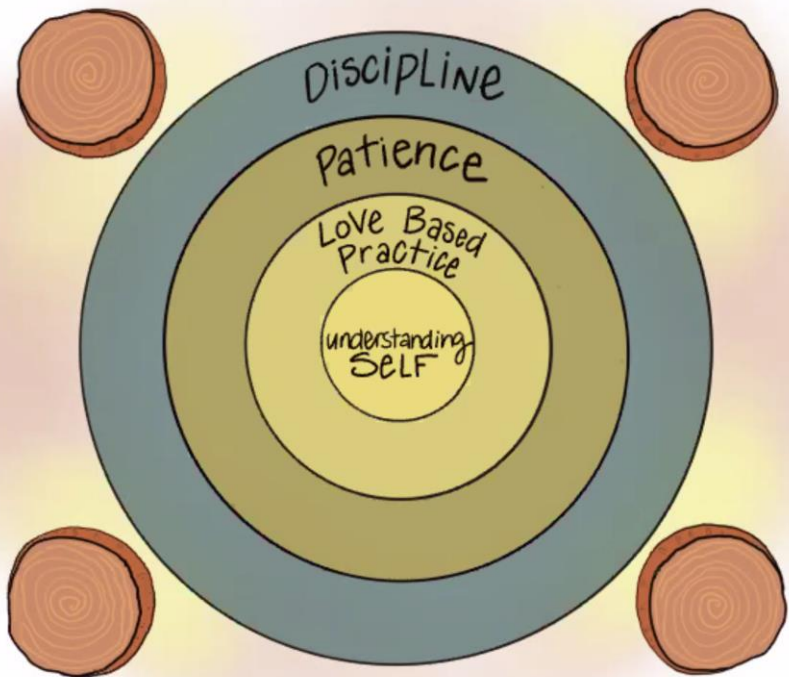
Purposes of Civic Academy / Education

1. Foster shared **civic values** and virtues.
2. Develop civic skills in logic, **ethics** and **civil discourse**.
3. Forum for **dialogue** to arrive at what is true and in the **common good** (**shared understanding, social unity**).
4. Cultivate **servant leadership**.
5. Cultivate in the **citizenry** an appetite for wise **stewardship** (guardians, medical doctor rather than candy store owner).
6. Foster individual and collective **human flourishing**.



TRADITIONAL PERSPECTIVE
Promote Well-Being

RELATIONSHIP PERSPECTIVE
Promote Inclusion



ACTION PERSPECTIVE
Promote Validation

INNOVATIVE PERSPECTIVE
Promote Freedom



FIRST PEOPLES **PRINCIPLES OF LEARNING**

Learning ultimately supports the well-being of the self, the family, the community, the land, the spirits, and the ancestors.

Learning is holistic, reflexive, reflective, experiential, and relational (focused on connectedness, on reciprocal relationships, and a sense of place).

Learning involves recognizing the consequences of one's actions.

Learning involves generational roles and responsibilities.

Learning recognizes the role of indigenous knowledge.

Learning is embedded in memory, history, and story.

Learning involves patience and time.

Learning requires exploration of one's identity.

Learning involves recognizing that some knowledge is sacred and only shared with permission and/or in certain situations.

For First Peoples classroom resources visit: www.fnesc.ca

fnesc

The crowd in "Rah Rah Rah"
cheer the team we like;
and it comes to cigarettes,
cheer for Lucky Strike!



Be Happy- Go Lucky!

I really am a Lucky guy.
Just got my Ph.D.
To prove to you how much I know,
L.S., sir, means F.T.

Enjoy your cigarette! Enjoy truly fine tobacco
that combines both perfect mildness and
taste in one great cigarette - Lucky Strike

Perfect mildness? You bet. Scientific tests, confirmed
by three independent consulting laboratories, prove
Lucky Strike is milder than any other principal
cigarette. **Rich taste?** Yes, the full, rich taste of truly fine
tobacco. Only fine tobacco gives you both real mildness
and rich taste. And Lucky Strike means fine tobacco
joy the happy blending that combines perfect
mildness with a rich, true tobacco taste. Be Happy—Go



and some claim
said and done...
is the one!



21 Fall
Porch Ideas
That Will Make
Your Neighbors
Insanely Jealous



SUCCESS IS VERY
DEMANDING

Signature
SUCCESS IS GOOD FUN

GREED
IS GOODS

Coors
LIGHT

CHEAT ON
YOUR GIRLFRIEND,
NOT ON YOUR
WORKOUT

BRIGHT
YOUNG
THINGS

SPRING BREAK MUST-HAVES

Tees, tanks, swim and sweats. Better
and brighter than ever.

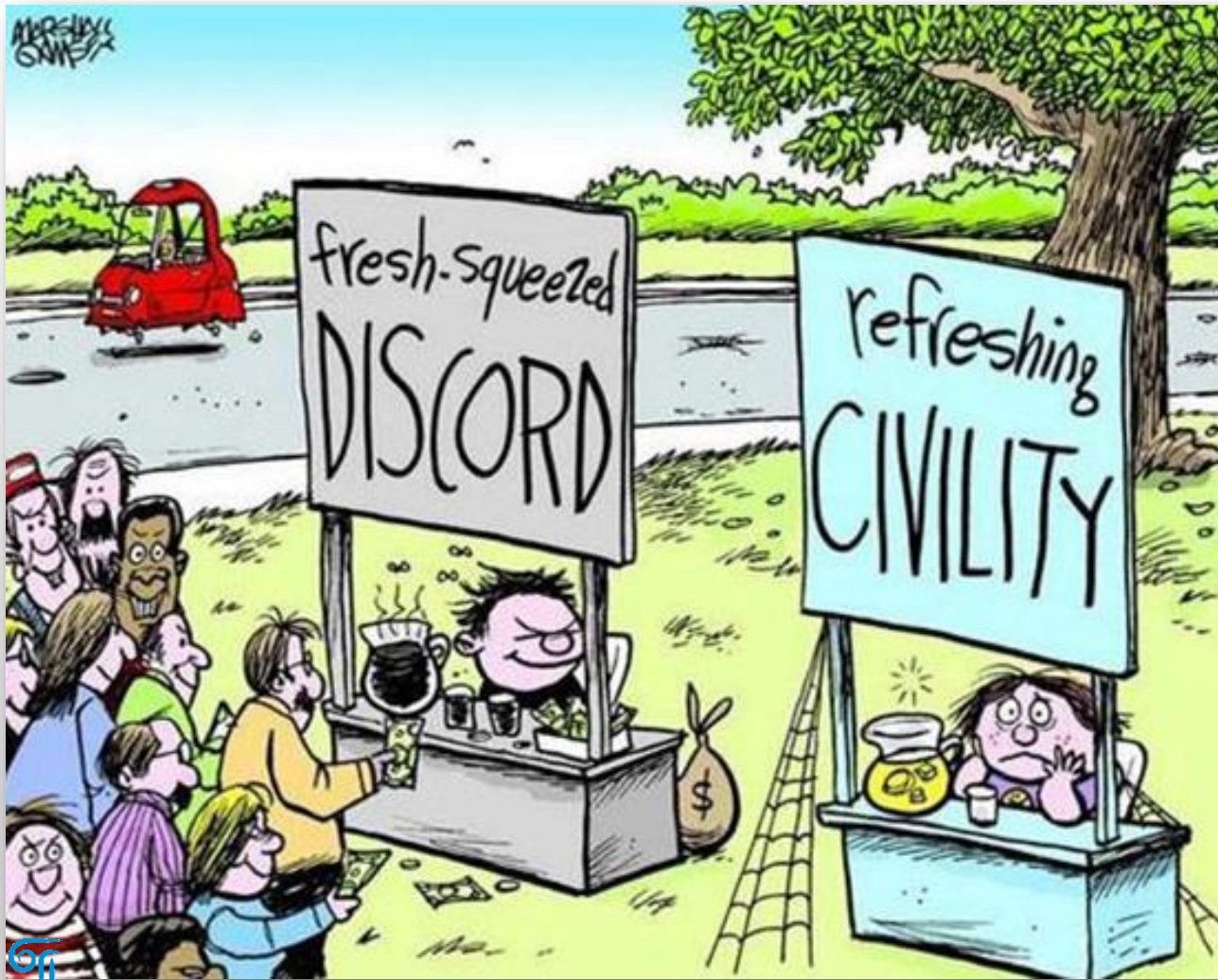
SHOP THE COLLECTION >

NICE
HAIR
NICE
EYES
NICE
TEETH

BUT—these charms may be wasted
if she uses the **WRONG DEODORANT**

Eat Life
by the
Bowlful.

Life
CEREAL



Fruits of Incivility/Discord

Councillors Behaving Badly

Toxic Council Relationships Damaging The Town

Harassment Report Proves City Has Workplace Culture Problem

Angry Group Confronts CAO At Home

CAO Charged With Defrauding Town

Mayor Appeals To Voters After Review Finds He Harassed Bullied Female Staff

CAO Resigns Over Council Behaviour

Delay In Addressing Workplace Racism 'Slap In The Face' Says Councillor

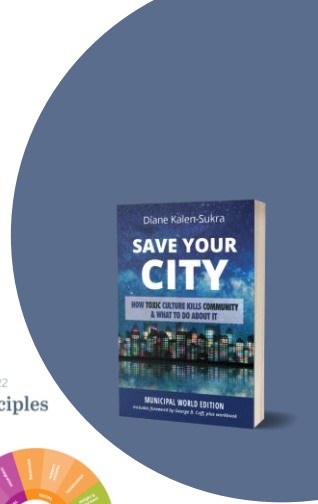
Toxic City Hall Led By 'Paranoid' Mayor

FOSTERING SUSTAINABLE CULTURE



BE CIVIL. BE AN UPSTANDER.

Be intentional about culture. Know & live your values. Champion compassion, justice & courage. Transformational leadership.



ASSESS CULTURE RISK. MEASURE WELL-BEING.

We measure what we treasure. Human flourishing. Plan accordingly. Culture audits. Culture change management plans.



FORM CIVILITY CIRCLES.

Safe spaces, sanctuary. Cherish others. Practice diversity, equity & inclusion. Build trust, connection & belonging.



PRIORITIZE CIVIC EDUCATION & TRAINING.

Ongoing, values-based, purpose-driven, servant leadership. Partner with schools. Lobby for greater civic education. Advocate for independent media. City Hall as civic academy. Democracy Champions.



LOVE YOUR NEIGHBOUR.

Golden rule reflected in person, policy & action. Ethics in human relations. Compassionate community. Civic engagement. Volunteerism.



© Diane Kalen-Sukra

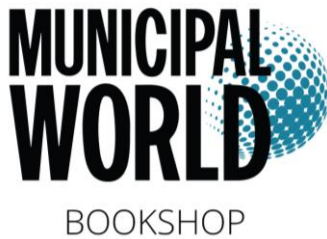
Excerpt from "Save Your City: How Toxic Culture Kills Community & What To Do About It"

SaveYourCity.ca

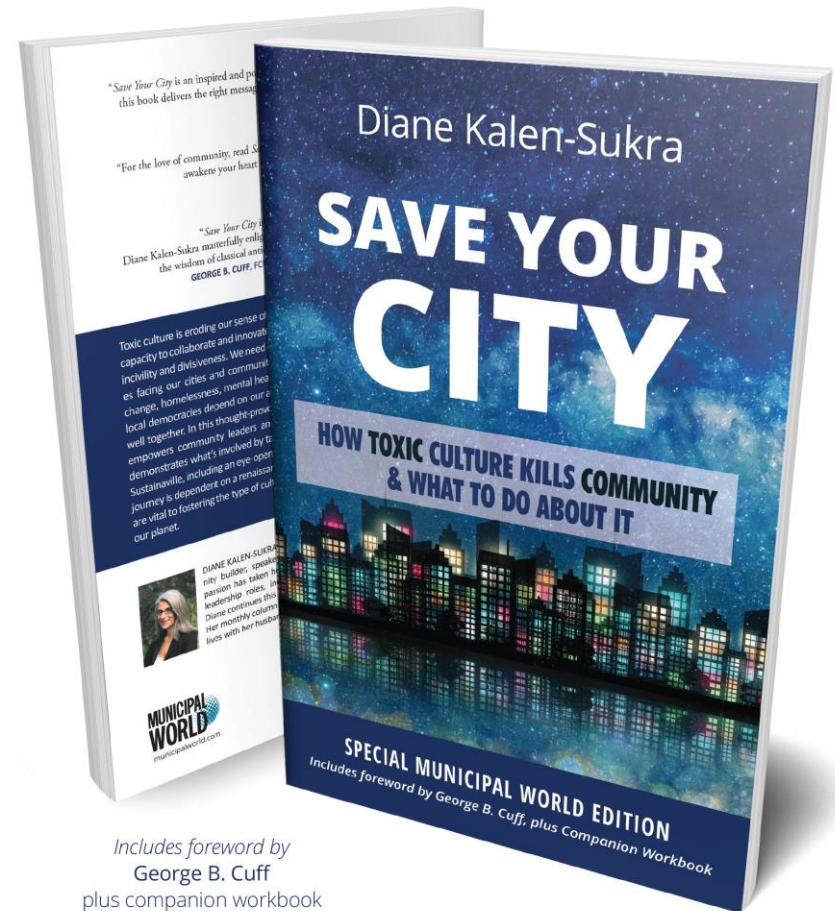
Save Your City is an absolute must-read for everyone involved in local government and engaged citizens. It combines the philosophy of Ancient Greece and Rome with the challenges of modern governance in an increasingly uncivil society where the notion of “love thy neighbour,” once anchored in biblical and secular culture, has been replaced in many boardrooms by a spirit of “what’s in it for me?” I commend it to you.

GEORGE B. CUFF, FCMC

Order online now at
books.municipalworld.com



www.SaveYourCity.ca



Includes foreword by
George B. Cuff
plus companion workbook

@DianeKalenSukra





Diane Kalen-Sukra, MA, CMC

info@kalenconsulting.com

SaveYourCity.ca

@dianekalensukra  