



The Institute for Women in Leadership

The Institute for Women in Leadership (IWIL) is Brevard College's co-curricular learning program that helps women gain confidence in their leadership abilities by providing opportunities through service learning programs. IWIL embodies the College's motto, "Learn in Order to Serve," through service projects on and off campus. Group projects emphasize shared leadership giving participants practical experience as they work through creating an intentional community that meets the challenges of group dynamics, that fosters finding and listening to every voice, and participating in meaningful reflections. Course work, special IWIL presentations, and travel programs help our IWIL students develop additional skills that will serve them in the job market as well as networking opportunities that will enable them to become trustworthy citizens and valued professionals. IWIL credits count toward the Gender and Leadership Minor.

Mission Statement: IWIL is an intentional learning community that fosters confident, inquisitive young women with a passion for local service through experiential leadership programs.

FIRST SEMESTER COURSE:

IWL 121 Finding Voice in Community (1 credit): Each student will be given the opportunity to formulate and articulate her unique ideas and opinions as related to her own developmental and educational process. Students will gain skills in applying "voice to action" through service opportunities. Additionally, there is opportunity to build skills in working through conflict that naturally arises during a group formation process. Students will also increase communication skills through in-class presentations.

Stated goals embedded in the concept of Finding Voice in Community are:

- Strengthen Reflection Skills Through Group Process
- Increase Comfort Level and Skills in Conflict Resolution
- Active Participation in Service Learning Experiences

SECOND SEMESTER COURSE:

IWL 122 Using Your Voice (2 credits): This course will build upon concepts and skills presented in the previous semester. This course focuses on women around the world, how they have used their voice to serve their communities and what we can learn from them. Each course meeting will focus on highlighting a different woman and her passion for change. Through this class, skills to serve the community of Brevard will also be developed and used through a mentoring opportunity in the Brevard community as well as a spring semester service project. Prerequisite: IWL 121 or Permission of the Steering Committee.

THIRD SEMESTER COURSE:

IWL 221 Voice in Leadership (1 credit): This course emphasizes shared decision making and group facilitation through the selection and development of a project. Throughout the semester, research and group planning are used to prepare for the selected project implementation during the next course in the sequence.

FOURTH SEMESTER COURSE:

IWL 222 Voice in Action (1 credit): Building off of the project developed through shared leadership and group process during the previous semester course, IWL 221, students will implement their project. The campus and (possibly) local community is involved, a public presentation is given, and leadership skills gained during the process of developing and implementing the project will be reflected upon.

Academic Success and IWIL

IWIL members will maintain a 3.0 cumulative grade point average. If during any individual semester a participant falls below a 3.0, she will receive a letter from the Steering Committee that includes a request to meet with a Steering Committee member. At this meeting, the Steering Committee member will discuss with the student possible obstacles to academic success:

- Attendance
- Turning in work
- Communication with professors
- Academic load
- Campus involvement

If the student should fail to show academic progress during the next semester, she will be requested to 1) meet with the steering committee (student members absent); and 2) develop a plan that includes study hours at the ELC.

If the student should receive a GPA lower than 3.0 for a third consecutive semester, her participation in IWIL will be reviewed. If a suspension is initiated, the student will have an opportunity to appeal.

IWIL Attendance Standards

IWIL class members are expected to attend all classes, circles, and events. An excused absence, such as a death in the family or an illness, must be provided to the Instructor. After two excused absences, IWIL participants will be required to meet with the Steering Committee. Failure to meet the Steering Committee will cause your participation in IWIL to be reviewed.

This being said, conflicts will occur. Please identify any conflict that you may have with other academic responsibilities as quickly as possible. It is not your job to decide the relative importance of a class or sporting event versus IWIL. A Steering Committee member and the instructor or coach will help determine priorities.

Checklist for the Brevard College Institute of Women in Leadership (IWIL)

First Year:

- o IWIL Orientation
- o Pinning Ceremony
- o Fall course (IWL 121)
- o Fall Service Trip
- o Fall Community Event
- o Fall Circle
- o Holiday Party
- o Spring course (IWL 122, 122L)
- o Middle School mentoring
- o Spring Circle Spring Community Event
- o Closing Ceremony
- o Service Hours (20 service hours total, 10 per semester)

Second Year:

- o IWIL Orientation
- o Pinning Ceremony Fall course (IWL 221)
- o Fall Circle
- o Fall Community Event
- o Holiday Party
- o Spring course (IWL 222)

- o Spring Circle
- o Spring Community Event
- o Project event
- o Closing Ceremony
- o Service Hours (20 service hours total, 10 per semester)

Third Year:

- o Required attendance at:
 - o Pinning Ceremony
 - o Closing Ceremony
- And** attend at least two of the following and put a check beside the ones chosen:
- o Fall Circle
 - o Fall Community Event
 - o Holiday Party
 - o Spring Community Event
 - o Spring Circle
 - o Service Hours (20 service hours total, 10 per semester)

In addition to the above requirements: Select at least three roles from the list below and put a check beside the ones chosen. Other roles may be substituted if approved by the Steering Committee.

- o Lead a circle
- o Be an ATL trip leader
- o Attend AAUW special event
- o Participate in AAUW's SmartStart program
- o Serve as a peer leader, ELC tutor, RA, TA or SI.
- o Hold a club/organization leadership position
- o Social media coordinator
- o Attend the second years' project event.
- o Complete community nonprofit service hours
- o Attend on-campus special public events
- o Serve on the Steering Committee
- o Leadership Training/Retreat with Campus Life
- o Interview Prospective IWIL Students during Scholarship Days
- o Event Planning with IWIL Coordinator

Fourth Year:

- o Required attendance at:
- o Pinning Ceremony
- o Closing Ceremony

And attend at least two of the following and put a check beside the ones chosen:

- o Fall Circle
- o Fall Community Event
- o Holiday Party
- o Spring Community Event
- o Spring Circle
- o Service Hours (20 service hours total, 10 per semester)

In addition to the above requirements: Select at least three roles from the list below and put a check beside the ones chosen. Other roles may be substituted if approved by the Steering Committee.

- o Lead a circle
- o Be an ATL trip leader
- o Attend AAUW special event
- o Participate in AAUW's SmartStart program
- o Serve as a peer leader, ELC tutor, RA, TA or SI.
- o Hold a club/organization leadership position
- o Social media coordinator
- o Attend the second years' project event.
- o Complete community nonprofit service hours
- o Attend on-campus special public events
- o Serve on the Steering Committee
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- o Interview Prospective IWIL Students during Scholarship Days
- o Event Planning with IWIL Coordinator

A completed checklist must be submitted to the Steering Committee each April and the final version two months prior to your graduation date.

Institute for Women in Leadership Student Development Model

The following outline covers the competencies for the Institute for Women in Leadership Development. During your participation in this program, your skills, knowledge areas and commitments will not only be focused in specific areas, but will build on your development. Through class initiative, circles and events you will have the opportunity to work on developing and implementing these important skills, and knowledge areas.

First Year (NIWIL) Character	Second Year (RIWIL) Collaboration	Third Year (RIWIL) Service	Fourth Year (RIWIL) Community
First Semester Skills: <ul style="list-style-type: none"> • Time Management • Setting goals & objectives • Knowledge of community (exploration) • Reflection 	First Semester Skills: <ul style="list-style-type: none"> • Planning • Budgeting • Conflict Resolution • Communication Skills • Planning Meetings • Research 	First Semester Skills: <ul style="list-style-type: none"> • Public Speaking • Facilitation • Running a Circle • Organization Support 	First Semester Skills: <ul style="list-style-type: none"> • Decision making • Research • Evaluation • Career & Planning • Visioning
Second Semester Skills: <ul style="list-style-type: none"> • Teamwork • Active Listening • Understanding of Outside Community 	Second Semester Skills: <ul style="list-style-type: none"> • Delegation • Event Planning • Public Education • Career Planning • Critical Thinking 	Second Semester Skills: <ul style="list-style-type: none"> • Recruitment • Delegation • Networking • Career Planning 	Second Semester Skills: <ul style="list-style-type: none"> • Marketing/PR • Networking • Public Education and advocacy • Public Speaking

<p>Knowledge:</p> <ul style="list-style-type: none"> • Place-based service (Sharing House, Food Pantry and Mentoring) • Poverty and Inequality • Women in Leadership 	<p>Knowledge:</p> <ul style="list-style-type: none"> • Issue-based • Poverty & Social Inequality 	<p>Knowledge:</p> <ul style="list-style-type: none"> • Public Policy & Government • Greater Community Focus • Understand the value of intrinsic motivation 	<p>Knowledge:</p> <ul style="list-style-type: none"> • Higher-level integrative learning
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Personal Presentation Guidelines for IWIL Students:

Work Clothes:

These are items on which you can spatter a little paint or mud. You will need them on our volunteer trips as well as service days and weekend work trips. Closed-toe shoes, jeans or other long pants, t-shirt and work gloves. Please avoid: flip flops, jewelry, or risqué or confrontational t-shirts. (*Recall that we are sometimes hosted by church groups)

Snappy Casual:

This can be best described as comfortable clothes that present you well. You will be wearing them to public events, such as your presentations (which are open to the community) and meeting with mentors or mentees. Helpful specifics are a nice shirt, khakis or dark jeans, dress shoes or sandals.

Please avoid: t-shirts, wrinkles, ragged jeans, athletic shoes, flip flops, cleavage, spaghetti straps, anything strapless.

Professional Dress:

Part of being an IWIL participant is putting a public face on the program. Community members who attend our events expect anyone in a leadership program to have a professional appearance. You need a modest skirt, dress, or dress pants for meeting trustees of the college, the opening dinner, and the closing celebration. *Please avoid: khakis or jean anything, spaghetti straps or strapless tops, short dresses or skirts, cleavage.*