



CITY OF PRINCE GEORGE

Working Group Planning Session

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Aligning knowledge and practice to build a connected force of leaders engaging in community change.

We focus on **five big ideas** for making significant community change.



Collective
Impact



Community
Engagement



Collaborative
Leadership



Community
Development



Evaluating
Community Impact

Turning theory into practice is critical for community change. We work deeply in **two practice areas** to get to impact.



**Deepening
Community**

Welcome and Setting the Context

- Welcome
- Check In
- Think and Share: Since June, what are three significant things you have observed in Prince George that build the case for a collective approach to community change?

Our Work So Far – Main Achievement since March 2016

- March 2016 – Team heads to Halifax for the Champions for Change workshop
- June 2016 – Working Group Meeting and Community Session
- June – July – Hosting small group sessions – Children’s Mental Health, Housing and Homelessness, Mental Health and Addictions
- June – September – Working Group Meeting – addition and integration of new members to the group
- September 18 – 19, 2016 – Working Group Meeting and Community meeting



Our Journey Map

What else should be included in the Prince George Collective Impact Journey Map?



Setting Values and Boundaries

CI Principles of Practice

- Equity
- Inclusion of first voice
- Cross sector partnerships
- Continuous learning and improvement
- Systems leadership
- Program and systems strategies
- Build relationships, trust and respect
- Customize for the local context

Foundation:

Principles & Boundaries of CI work

- Scope of influence
- demonstrate impact & momentum
- Foundation to build on
- community support
- innovative approach
- availability of data
- scope (geographic, population,
- agreement on root cause

Priority Setting Considerations

What can we take action on as a community? (Scope of influence)	Ability to demonstrate impact and momentum
Where do we have a start or foundation to build on?	Does the broader community care about this issue?
Is the approach innovative?	Is there interest in a deeper dive?
What is the availability of data?	What can we learn?
What is in the scope? (geographic, population, number of priorities, quick wins, etc)	Is there a common or root contributor to the social problem?

Boundaries

- Length of time it will take to make an impact
- Focus of work
- Across whole community or specific neighbourhoods
- Resources available and needed
- Connecting into existing networks or starting something new
- Evidence, data and measured results
- What else should be included?

Our PG Story – Key Themes

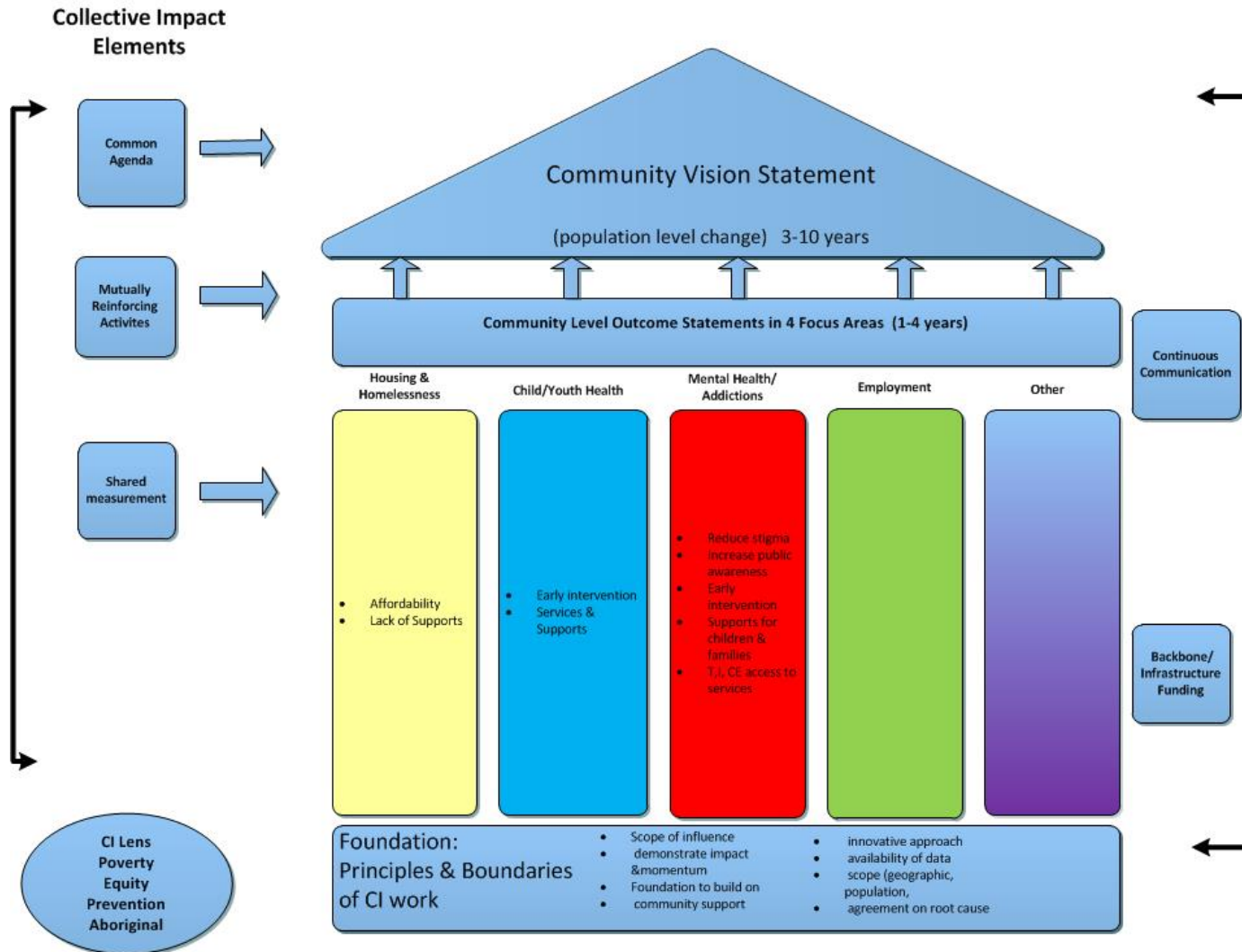
- Make a CI approach a priority – should not matter who is in government
- There is a history of collaboration in PG
- We have an engaged and passionate community
- We have been dancing around the edges of collective impact
- The role of the university and its importance is a critical story
- There is a desire for action and results
- There is a frustration about multiple ‘plans’ with limited identification of results
- Need articulation of the big picture (priorities)
- Have data or have access to data
- Need to also focus on inclusion/equity of Aboriginal voice



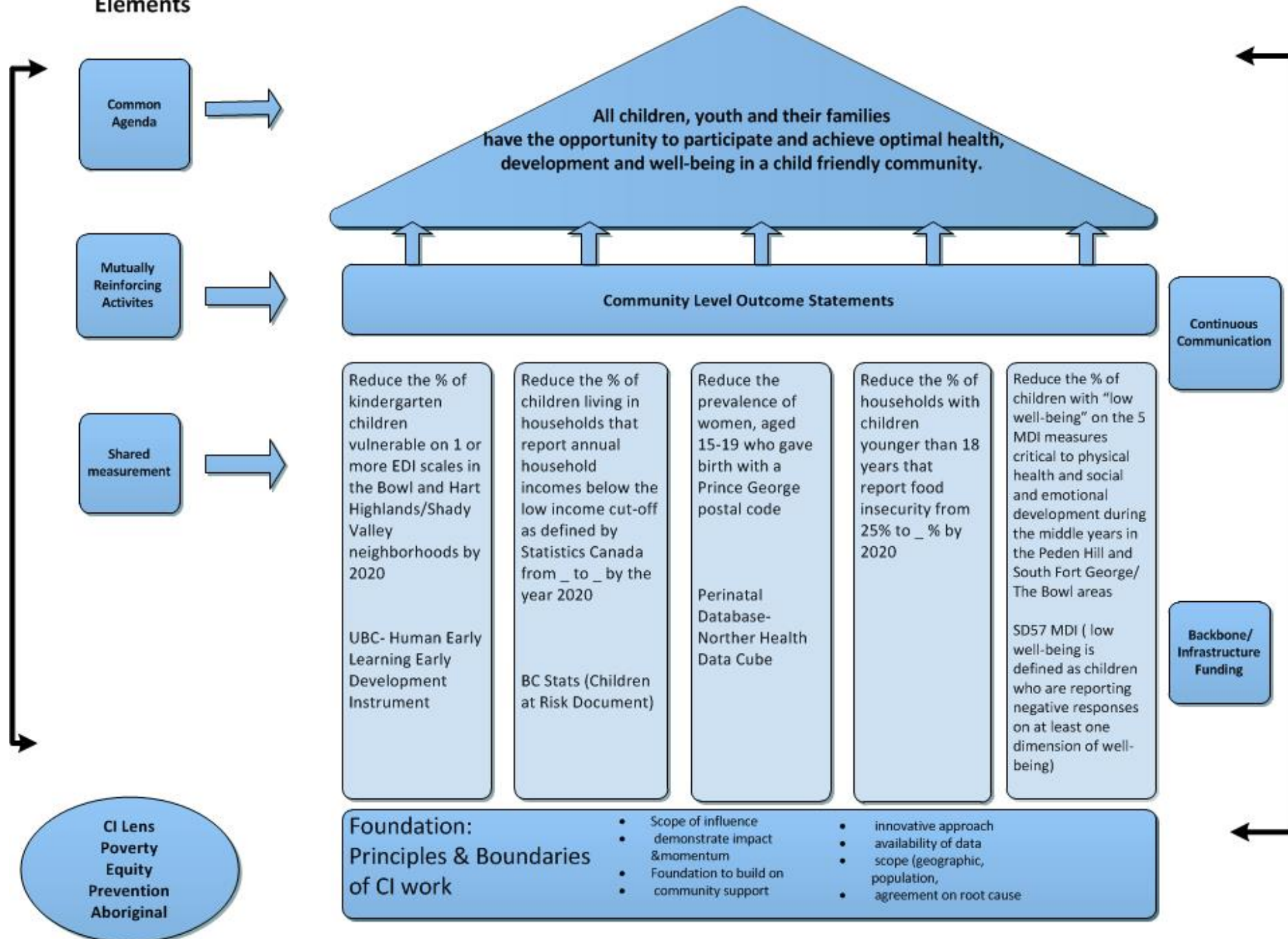
My PG Priorities



Priorities and Focus – Community Consultations



Collective Impact Elements



Lunch and Networking



Community Session – Key Messages (June 2016)

- Clarity of role of the city and role of the working group
- Agreement around CI as a framework for moving forward
- Early agreement on the priorities
- Reflection of the hub conversation as a part of this work
- Clear statements on monitoring, evaluation, transparency and getting to impact
- The value add of the CI approach – providing focus, alignment

Outcomes for the Community Session

- What are our core goals for the community session?
- What are our expectations about community buy in to the focus on children and youth?
- What should be on our radar screen?

Backbone Role Implications - Themes

- ***In general:***

- Responsibility for adequate and sustained resource allocation to support activities
- Commitment to meaningful inclusion (especially service beneficiaries)
- Capacity to facilitate the shared community agenda (involving difficult conversations, conflict, and issues that are not politically favoured)
- Ability to focus on relationships and to balance the tension between process and action

Backbone Implications - Themes

- ***For the working group:***
 - Active participants in the process
 - Be visible, supportive
 - Leverage relationships
 - Accountability for action

Backbone Implications - Themes

- ***For the City and its Social Development Division***
 - Stakeholder trust will need to be established and sustained
 - Social development must be recognized as a core service of local government
 - Social development capacity must be expanded – resource allocation implications
 - Expectation that City will also use its levers and tools to act on shared CI agenda
 - Social Development must be connected to and integrated with other divisions and priorities

The Five Conditions of Collective Impact

Common Agenda

All participants have a **shared vision for change** including a common understanding of the problem and a joint approach to solving it through agreed upon actions

Diverse Voices * **Responsive** * **Community Aspiration**

Shared Measurement

Collecting data and measuring results consistently across all participants ensures efforts remain aligned and participants hold each other accountable

Exploring * **Alignment** * **Tracking Progress** * **Results**

Mutually Reinforcing Activities

Participant activities must be **differentiated while still being coordinated** through a mutually reinforcing plan of action

Weaving * **System** * **Supportive** * **Centered**

Continuous Communication

Consistent and open communication is needed across the many players to build trust, assure mutual objectives, and appreciate common motivation

Trust * **Transparency** * **Ongoing** * **Engagement**

Backbone Support

Creating and managing collective impact requires a dedicated staff and a specific set of skills to **serve as the backbone for the entire initiative and coordinate participating organizations and agencies**

Facilitate * **Convener** * **Coordinate** * **Movement**

Collective Impact efforts unfold over five phases

Components for Success	Phase I Assess Readiness	Phase II Initiate Action	Phase III Organize for Impact	Phase IV Begin Implementation	Phase V Sustain Action and Impact
Governance and infrastructure	Convene community leaders	Identify champions and form cross-sector Steering Committee "SC" to guide the effort	Determine initial workgroups and plan backbone organization	Launch work groups "WGs" and select backbone organization	Building out the backbone organization; evolve WGs to meet emergent strategy
Strategic planning	Hold dialogue about issue, community context, and available resources	Map the landscape and use data to make case	Create common agenda, clear problem definition, population level goal	Develop Blueprint for Implementation; identify quick wins	Refine strategies; mobilize for quick wins
Community engagement	Determine community readiness; Create a community engagement plan	Begin outreach to community leaders	Incorporate community voice - gain community perspective and input around issue	Engage community more broadly and build public will	Continue engagement and conduct advocacy
Evaluation and improvement	Determine if there is consensus/urgency to move forward	Analyze baseline data to ID key issues and gaps	Develop high level shared metrics and/or strategies at SC level	Establish shared measures (indicators and approach) at SC and WG levels	Collect, track, and report progress (process to learn and improve)

- Source: FSG Interviews and Analysis

Building the CI Action Plan – The Next 12 Months

- Identify outcomes for the next 3 months
- Identify outcomes for the following three months
- Identify outcomes for the next year

Questions?



Final Reflections



- Reflections from today?
- What is next for us?

Thank You!

Please share your feedback with us at
tamarack@tamarackcommunity.ca

