



**McConnell**

# Social Innovation for Newcomer Collaboratives

## LIP-RIF Preconference Workshop

Ryan Conway, Innoweave Program Director

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# Innoweave helps organizations and collaboratives innovate

## Clarify and align for impact



*Impact & Strategic Clarity*



*Collective Impact*



Seniors SI



Youth CI

## Grow their impact



*Scaling Impact*



*Constructive Engagement*



*Social Enterprise*



*Social Finance*

## Experiment for transformative impact



*Explore & Experiment*

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## Learn and adapt as they innovate



*Developmental Evaluation*

# Innoweave helps collectives progress toward impact



*Collective  
Impact*

Canada-wide supports  
across all domain areas

20+  
CI initiatives



Youth CI

Ontario-wide supports to  
improve outcomes for youth

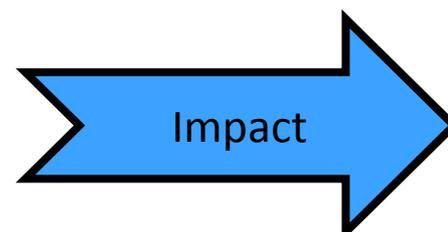
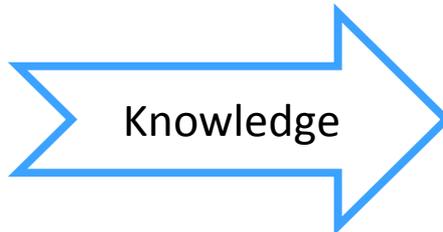
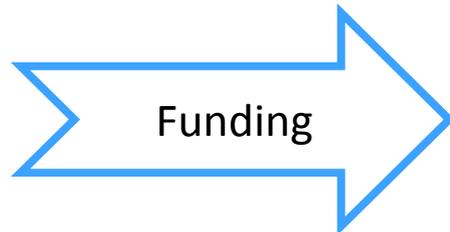
40+  
CI initiatives



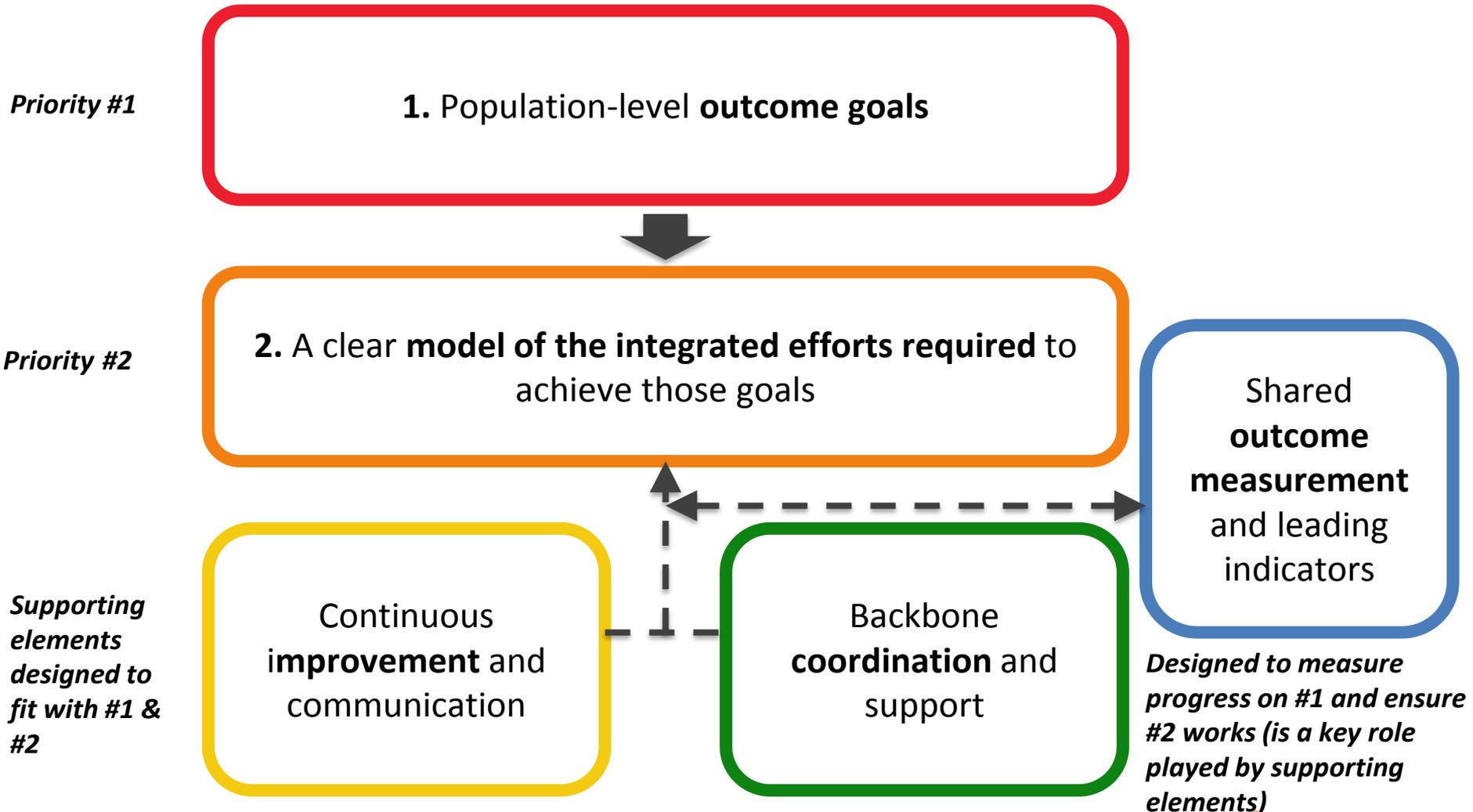
Seniors SI

Canada-wide supports to reduce  
social isolation for seniors

9  
CI initiatives



# Successful Approaches to Collective Impact



Source: Adapted from John Kania and Mark Kramer, Winter 2011 using Innoweave experience

# Example: Ending Youth Homelessness in KFLA

**Priority #1:**  
Population-level **outcome goals**

By 2020, 80% of youth who enter the homelessness system in Kingston, Frontenac, Lennox & Addington maintain their housing, or are housed within 30 days.



**Priority #2:**  
A clear **model of the integrated efforts required** to achieve those goals

**Cross-sector action groups focused on 4 strategies:**

- 1) Homelessness Prevention
- 2) Integrated System of Care
- 3) Increased Range of Housing Options
- 4) Regional Engagement and Coordination

- # youth entering homelessness system
- # days until housed

**Supporting elements**  
designed to fit with #1 & #2

Continuous improvement through working groups; internal/external communication including updates, surveys, & awareness campaign

Backbone coordination and support provided by United Way KFL&A

**Shared outcome measurement and leading indicators**

# Innoweave and Newcomer Collaboratives

- Why is Innoweave supporting the work of Newcomer collaboratives?
  - Believe in ability to make stronger impact in domains (like Youth and Seniors)
  - Know the settlement sector is strong in partnerships and can leverage innovation
  - Willingness from IRCC to learn, explore and try new things
  - Have already supported some great work – *South Okanagan-Similkameen LIP*



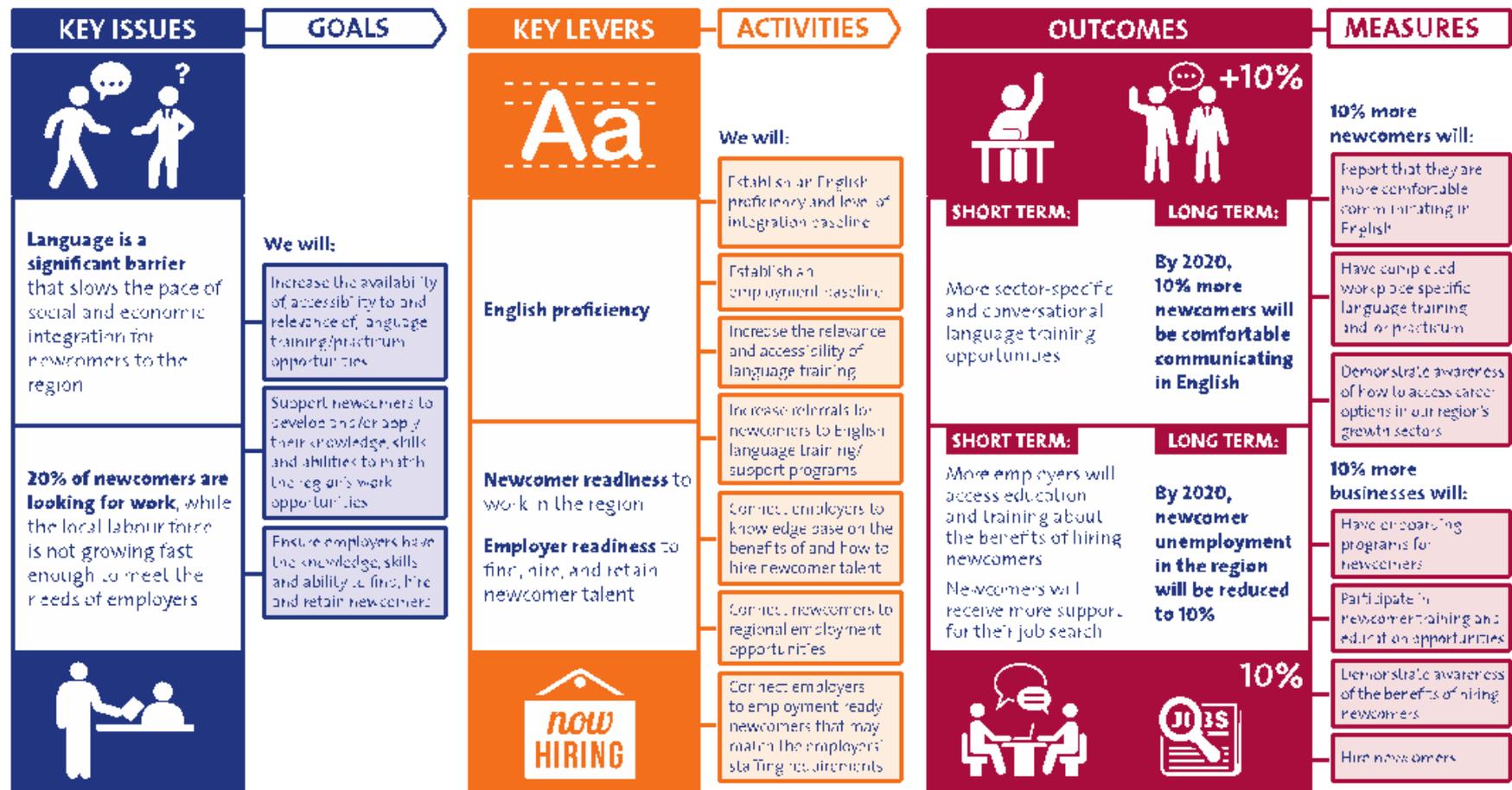
**SOUTH OKANAGAN  
IMMIGRANT AND  
COMMUNITY SERVICES**



Immigrant, Refugee and Citizenship Services  
Immigration, Refugees and Citizenship Canada

# Theory of Change

To increase the pace of social and economic integration for “newcomers” by 2020, we intend to increase the number of newcomers who are comfortable communicating in English by 10% and decrease the percentage of unemployed newcomers to 10%. A “newcomer” is a person between the ages of 20 and 50 that has landed in Canada in the last five years.



# What will Innoweave support look like?

Flexible supports, including online workshops, one-on-one coaching, and granting:

- **Strategic Clarity** - identify measurable impact goals and align activities to better achieve them
- **Experimentation** with new approaches
- Collaborative **learning and adaptation**

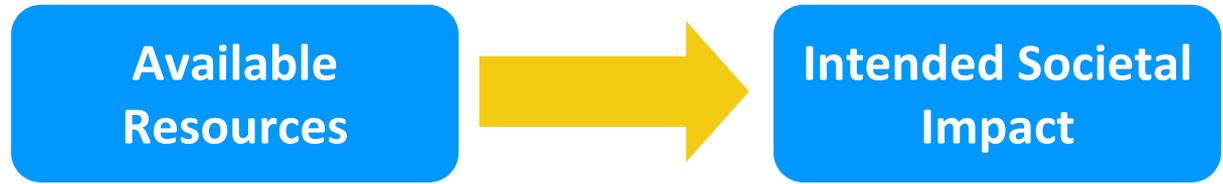
# Strategic Clarity

- Clarifying and articulating an **intended impact** (what we will achieve, for who, by when)
- Hypothesizing and refining a Theory of Change for how this impact will be achieved **together**
- Developing shared systems to measure **impact**, not outputs



# Strategy guides tight alignment between actions, resources, and intended impact

**Challenge :**



**Bad news:**

- “Can’t do everything” -- resources are limited while societal needs seem endless

**Good news:**

- “Everything isn’t equally worth doing” -- possible courses of action yield different levels of impact

**A clear “strategy” means...**

- Achieving **tightest fit** between **actions** undertaken, **resources** expended and intended **impact**

# Start thinking about your Theory of Change

## Theory of Change

**What will we achieve?**

What **outcomes** will we **hold ourselves accountable** for achieving...

### Intended Impact

**For whom?**

...for **which beneficiaries**...

- Population (e.g. age, gender, socio-economic status)
- Geography (e.g. in Toronto)

**By when?**

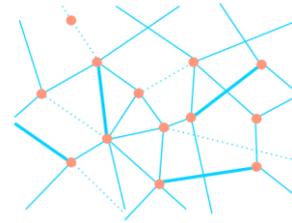
...in what **timeframe**...

**How?**

...with what **activities**?

***Must be specific, measurable and realistic!***

# Experimentation



- Discover new **tools and approaches** that can help you strengthen your work
- Learn about **systems thinking, user research,** and **prototyping** to help create better ways to achieve your impact
- Build experiments that help you **test the underlying assumptions** of your work

# Learning and Adapting

- Build capacity to **adapt** as you learn more about your systems and its users
- Learn how to leverage **collaborative knowledge** to create stronger collaborative impact
- **Refine** your Theory of Change by making adjustments as you go



# Thank You

[www.innoweave.ca](http://www.innoweave.ca)

