

LIP LOCAL IMMIGRATION PARTNERSHIP

T O R O N T O S O U T H

Key Learnings



http://tamarackci.ca/resource-library/collective-impact-summit-2014/summary-learning-collective-impact-summit-2014?utm_campaign=2014_CIS&utm_source=hs_email&utm_medium=email&utm_content=14681669&hsenc=p2ANqtz-F4kB3jTY5MeNXAD0MqPuP4vFKttduqzmDixiT_ZCgnz28a7tPwA8wA3aZ8GSK949bHF2JiRtaeqUMuERXMVKHWtkww&hsmi=14681669

What is Collective Impact?





Social Impact Consultants

Discovering better ways
to solve social problems

Collective impact is the commitment of a group of actors from different sectors to a common agenda for solving a complex social problem.

Collective impact is a significant shift from the social sector's current paradigm of "isolated impact," because the underlying premise of collective impact is that no single organization can create large-scale, lasting social change alone. There is no "silver bullet" solution to systemic social problems, and these problems cannot be solved by simply scaling or replicating one organization or program. Strong organizations are necessary but not sufficient for large-scale social change.

Not all social problems are suited for collective impact solutions. Collective impact is best employed for problems that are complex and systemic rather than technical in nature. Collective impact initiatives are currently being employed to address issues including education, healthcare, homelessness, the environment, and community development.

There Are Several Types of Problems

Simple

Making Soup



Right "recipe" essential
Gives same results every time

KNOWN

Complicated

Sending a Rocket to the Moon



"Formulae" needed
Experience built over time and can
be repeated with success

KNOWABLE

Complex

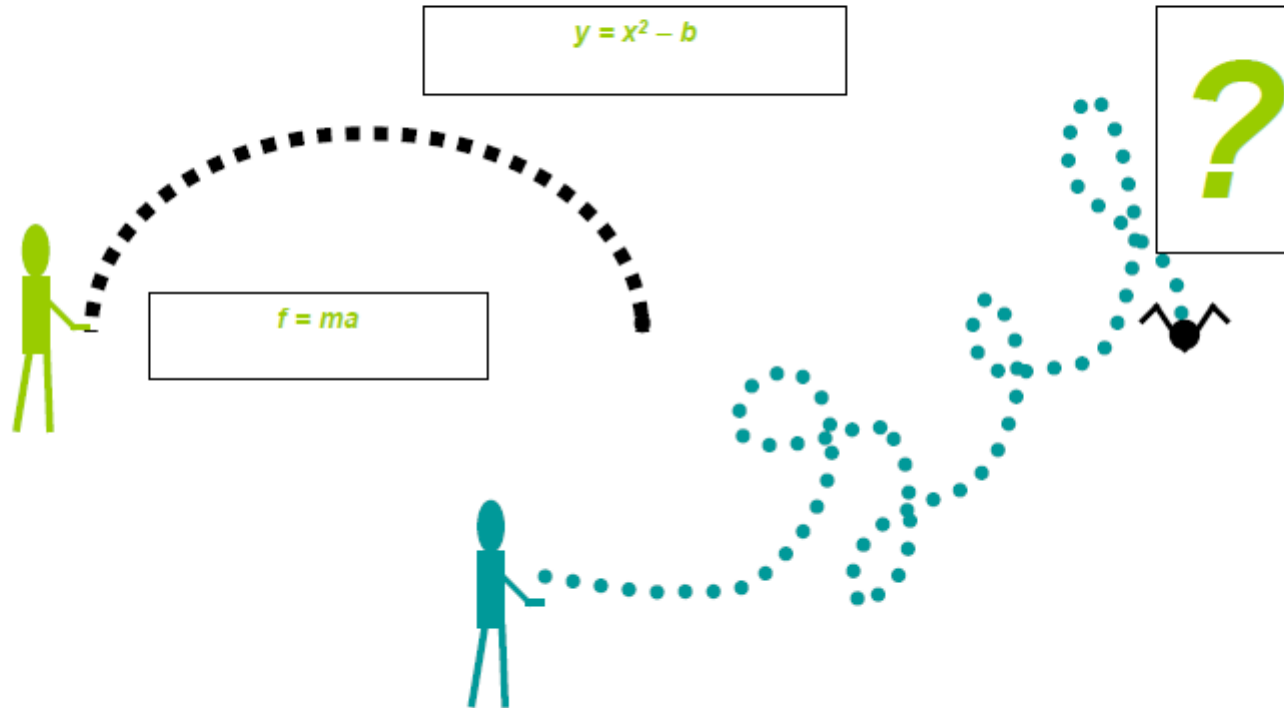
Raising a Child



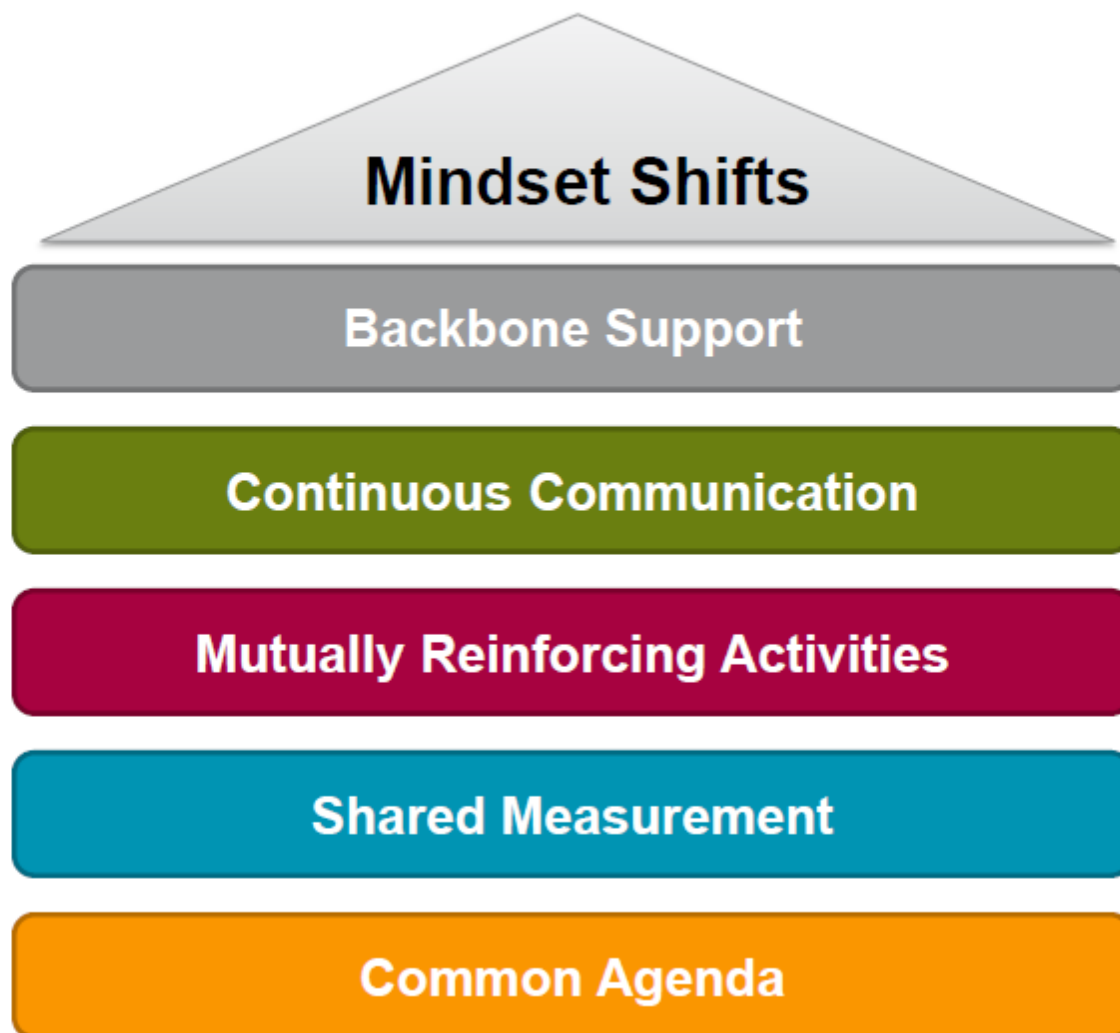
No "right" recipes or protocols
Outside factors influence Experience
helps, but doesn't guarantee
success

UNKNOWABLE

Throwing a Rock or a Bird?



The Five Conditions Build a Foundation for Collective Impact – Mindset Shifts Are Needed to Do the Work



Mindset Shift One: Who is involved

- *Get all the right eyes on the problem*

Mindset Shift Two: How people work together

Mindset Shift Three: How Progress Happens

Addressing the Food Desert Situation In Dallas



50% of Dallas qualifies as a Food Desert (1 mile + from grocery store)
75% of Dallas is 1/2 mile from a convenience store

Possible Solutions:

Corner Store Fresh Produce



Fresh Produce in Non Traditional Outlets



PEPSICO



Mindset Shift One: Who is involved

- *Get all the right eyes on the problem*

Question:

Whose “eyes should be on the problem” but aren’t currently?

- At the steering committee level?
- At the workgroup level?

Mindset Shift One: Who is involved

Mindset Shift Two: How people work together

- *The relational is as important as the rational*
- *Adaptive over technical work*
- *Structure is as important as strategy*

Mindset Shift Three: How Progress Happens

These existing resources and relationships were reconfigured to *collectively act*



- 1** **New joint effort** designed between public, college, and university with employers, WIA, and nonprofit
- 2** **New leveraging** of corporate tuition reimbursement, public WIA funds and experiential learning credits

Mindset Shift One: Who is involved

Mindset Shift Two: How people work together

Mindset Shift Three: How Progress Happens

- *Think “System Strategy” not “Program Strategy”*

Four Types of Strategies that Get You to Systems Change- not New Programs



- 1. Increasing coordination:** finding ways to re-align existing programs and stakeholders to maximize system efficacy
- 2. Enhancing services:** bringing in previously unnoticed practice, movement or resources to enhance existing local services
- 3. Policy:** advocating for policy change at local or state levels to improve major components of the systems
- 4. Learning through a pilot:** start small with willing partners, learn from the experience, and then to expand