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Description automatically generated**Community Innovation Fund**

*2022-2023 (Round 3) Final Report*

**Overview**

[Community innovation](https://www.tamarackcommunity.ca/communityinnovation) is community-championed change which places community members as both the champions and the arbiters of change. Innovation creates a solution that is distinct from continuous improvement and can exist in different forms, like a program, product, or system.

The Community Innovation Fund is a funding opportunity for Communities Building Youth Futures (CBYF) members. The Fund seeks to:

* **Enable** experimentation and development of new models and local efforts, that are not covered by other grants or funding streams, which support youth in the community. ‘Success’ or ‘failure’ of the project is less relevant than what was learned
* **Provide** evidence, stories, and show micro-pilots as well as prototypes that have already been developed which indicate a need or opportunity for a funded experiment, and
* **Offset** special or one-time costs to advance a community’s project.

Please find below the Final Report template with information we are asking your community to:

* Complete by April 14th, 2023
* Submit to Nathalie Blanchet – <https://forms.gle/cRX1Kk7Ut5WqWsrN6> or [tamarack@tamarackcommunity.ca](mailto:tamarack@tamarackcommunity.ca)

All of the information shared with us in Final Reports will be rolled up into a report shared with communities and with Employment and Social Development Canada. Should you have any questions about either the reporting process or required information outlined in questions below, please reach out to your Manager of Cities.

**Instructions**

**Section 1: Confidentiality and Consent**

An important part of our evaluation work (which the reporting is part of) is to ensure the confidentiality and consent of all participant contributions (e.g. anyone involved in the design and development, the doing and the sharing of information).

Confidentiality means that all information (data) and communications shared during the CBYF initiative with the CBYF team will not be shared without the consent from the communities. For example, all raw data (information shared in reports from communities to Tamarack) during the analysis and shared with ESDC and internal Tamarack leadership. On occasion, the sharing of data will occur amongst the 13 communities and the members of the National Collaborative. When this is the case, communities will not be asked for their consent.

For the purposes of this reporting, data will be pooled and shared without specific informant’s names or personal information associated to the data unless there is agreement to this.

**As the Convenor and/or Fiscal Sponsor for my CBYF community initiative:**

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| Yes | I consent to Tamarack CBYF Team using all information shared for the purposes of the report, and pooled and shared with the Tamarack team and ESDC |
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| Yes | I consent to Tamarack CBYF team using the data for learning purposes to adjust and improve the development and implementation of the CBYF strategy and its participants |
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| Yes | I consent to pooled information collected through the reports being shared with the other communities participating in the CBYF strategy for learning and development purposes. |

**Section 2: Contact Information**

**Please complete the following fields.**

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| Community Name | CBYF Sudbury | |
| Lead Organization | Future North | |
| Primary Contact | Name | **Kamilah Francis** |
| Role | **Executive Director** |
| Email Address | manager@futurenorth.ca |
| Project Name | On the Road/En route | |
| Project Start Date | November 15th, 2021 | |
| Project End Date | November 30th, 2022 | |

**Section 3: Report Questions**

**Please only use the space provided for each question.**

1. In point form, describe:
   1. Innovative approaches (e.g. tools, pilot projects, practices, and workshops/trainings)
   2. How these approaches were tested (e.g. what was the focus? How were they used? Who was the target audience? What did you learn?)

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| 1. The “go to them” concept is considered an innovative approach that we used as the main driver of the On the Road/En Route project:   Future North’s On the Road/ En Route project supported the key priority areas of Future North’s work by connecting with youth, educators, employers and community service providers through a “Road Trip” where the hired Youth Engagement Coordinator went directly to our target populations. The hired Youth Engagement Coordinator conducted engagement sessions throughout the district and socialized the various tools and resources created by Future North, including The Community Map/ Carte Communautaire and the Youth Engagement Toolkit.  Networking with youth and community partners was a primary focus of this project, ensuring that youth who resided in rural areas were provided the same opportunity to be a part of the Future North network as those who were more centralized.  On the Road / En Route circulated information about Future North and increased access and awareness of the online Community Map / Carte Communautaire, through which youth can view services, activities and resources that are available within our community.  How did we do this?   * Navigation brunches - Future North conducted a total of 14 Navigation Brunches with various organizations, educators, employers, and groups of youth. Navigation brunches consisted of a presentation about Future North and our main tools: The Youth Engagement Toolkit and the Community Map. We did an engaging live demo of the Community Map where participants were given a game and had to navigate and access the Community Map from their phones or laptops. Alongside the wealth of information, we brought catered brunch for the groups. We also had our limited edition On the Road/En Route hoodies as prizes for our Community Map challenge. * Flour Mill Community Farm partnership - Future North hosted a 6-week Communication skills workshop series for youth employed at the Flour Mill Community Farm (a underserved group in a geared to income area of the community). These youth were able to receive this training during their paid work time and were given a plaque in the end with individualized words that described their specific communication strength. We had 12 youth initially enrolled, however only 10 completed the program. * Dance Workshop Series - Future North joined a Dance Workshop series in partnership with the YMCA and Afro-Heritage Club. Youth developed key relationships with Future North and were recruited to being Future North members. * Community Events – Future North showed up to community events, many of which were resuming for the first time since Covid-19. These included a Pow Wow, the Northern Lights Festival, Sudbury Pride Week events and the Inaugural Black Lives Matter Culture Matrix. * City of Greater Sudbury partnership – Future North hosted youth engagement surveys and focus groups across the Sudbury district. The Youth Engagement Coordinator facilitated focus groups at the local Colleges, in the Skate Park, and in other public parks often frequented in the summer. We engaged youth in completing the survey in the outlying communities by attending community centres and other popular youth frequented locations, such as the mall. We used a map to display all the areas we were able to hit and to allow us to focus in on any areas we missed to find opportunities to include them. * Road trips to Manitoulin – Future North did 2 separate road trips to Manitoulin, stopping at resources highlighted on our community along the way, getting to know them and introducing ourselves. We also discovered a new resource during our travels to be added to our community map.  1. Promotional items to create a buzz and promote Future North resources:  * Future North created Limited Edition On the Road hoodies to promote the project and did a photoshoot with a diverse group of youth wearing the hoodies. These hoodies were given out as prizes in our navigation brunch and the photos were used on our social media pages to promote the Community Map and do a giveaway. * QR code sticker with link to the Community Map resource posted around the community: Future North was able to have community partners, education institutions, and public spaces agree to put QR code stickers that link to our Community Map for resources. QR codes were marketed towards youth, i.e. “Find local youth friendly resources on Future North’s Community Map” and towards organizations, i.e. “Find our organization on Future North’s Community Map”. |

1. Describe three main learnings from implementing the project, engaging youth, raising awareness, and/or building capacity.

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| Learning 1 |
| Going directly to the people is super effective and catches people off guard. People were so excited and eager with the concept of not having to come to us for the food and presentation. This allowed us to fit into their schedules more readily and eliminated the barrier of no transportation or limited time availability for their group. |
| Learning 2 |
| Youth really like the community map, but also value seeing pictures or videos of the resource/space and prefer that we highlight things youth can do in Sudbury. We have begun to offer spotlight videos on our social media featuring youth that highlight fun places in our community that are worth a visit. |
| Learning 3 |
| Youth-serving organizations can be very open and receptive to the Youth Engagement Toolkit, however, actual implementation of the key items that will improve youth engagement cannot be done by those in attendance. It is key to have a decision-maker at theses presentations. |

1. Describe the most significant impact for each of the following:

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| Engaging youth |
| We were able to show up to youth in their natural hangout spaces and bring the information/resources directly to them. This completely broke down any potential barriers to accessing Future North as a resource. We also could access their expertise and knowledge directly from the source. Oftentimes youth organizations are trying to create these “youth-friendly” spaces and bring youth to them to then offer them their services. What we found, is that outreach in their natural hangout spots is the best bet.q |
| Education, employment and/or training outcomes for youth |
| Training outcomes for youth: One particular story stood out. While completing the 6-week Communication workshop series at the Flour Mill Community Farm, there was one youth with autism who stated from the beginning that they could not complete the final presentation. They were exempt from school presentations so we let them know we would not require them to do anything they weren’t comfortable with. Each week we did an activity/game that built upon the communication skills required for their presentation. In the end, they decided to do a presentation in front of their peers as we had created such a safe space. Everyone cheered when they finished and they cried happy tears as they were so proud. They had never once done a presentation in front of people before. They went on to join the Future North Youth Expert Panel and received a $2,500 grant to plant trees.  Education: The 2022-2023 school year was a large shift/pivot from a lot of the covid restrictions schools had seen for the 2020-2021 and 2021-2022 past school years. After doing a navigation brunch with the French public school board’s Social Workers, the floodgates opened for opportunities at the high school education level. |
| Community impact |
| The Community Map stickers are posted in various spaces (the libraries, post-secondary institutions, high schools, youth-serving organizations, and other public settings/spaces). Youth can simply scan a QR code and be connected to all youth-friendly resources in our community. We had increased visibility for Future North and our impact and importance of our work in the community. We find ourselves being offered opportunities from word of mouth promotion of who we are and our expertise in engaging youth. |
| Other |
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1. Briefly describe any changes to the project since its start for each of the following:

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| Scope |
| No changes to the scope, however, the ability to enter schools for presentations was impacted in the 2021-2022 school year due to covid restrictions, therefore we had to be creative in finding spaces we could access groups of youth. |
| Timeline |
| We did require a 2-week extension on the deadline, due to the timing of the CBYF Gathering in November, but we officially wrapped up the project on November 30th, 2022 as anticipated. |
| Extent of youth engagement |
| We hired one full-time youth engagement coordinator and had a social work placement student who did one of the Navigation Brunches. We engaged a total of 275 youth between the ages of 15-30 in-person. The challenges of navigating through COVID yielded less youth than originally anticipated, but a large portion of these youth re-engaged with Future North for multiple sessions and on different occasions. Therefore, the impact was greater than a single encounter. |

1. Describe how youth (aged 15 to 30) were involved and impacted by the project.

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| 4 | How many youth were involved in designing and developing the project | | |
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| 3 | How many youth were involved in planning and managing the project | | |
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| 2 | How many youth were involved in assessing and evaluating the project | | |
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| Describe project retention. | | | |
| 3 | How many youth started as project participants? | | |
| 2 | Of the youth that started, how many youth continued the project until completion? | | |
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| Of all youth who were involved and impacted, how many had the following education or employment status? | | | |
|  | Pre-high school | 1 | Employed (and not attending school) |
|  | High school |  | Not at school, training or employed |
| 1 | Post-secondary education or training |  | I don't know |
|  |  |  |  |
| Of all youth who were involved and impacted, how many were from each sub-population? | | | |
|  | First Nations (status & non-status) youth |  | Youth with intellectual disabilities (only) |
|  | Métis youth |  | Youth who identify as LGBTQ+/and other (e.g., gender fluid) |
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|  | Inuit youth |  | Youth with physical disabilities (only) |
|  | Unaffiliated/Urban Indigenous youth |  | Youth with both intellectual & physical disabilities |
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| 1 | Visible minority youth (from ESDC definition: "Categories in the Visible minority variable include South Asian, Chinese, Black, Filipino, Latin American, Arab, Southeast Asian, West Asian, Korean, and Japanese") |  | |
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| Comments | | | |

1. In point form, describe new partnerships, networks and action teams developed since the beginning of the project.

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| * We were invited to a follow social worker meeting to brainstorm ideas on how we could collaborate more with the schools * We were invited to be co-leads for Headstrong, an initiative across all four school boards in our district where they host a youth-led mental health conference to break the stigma. * We were connected with the co-op office and now receive high school co-op students * We were invited to speak at the Sudbury Immigration Partnership (SLIP) office with the City of Greater Sudbury * We were given a contract with the City of Greater Sudbury to conduct surveys and focus groups based on our Youth Engagement expertise and strategies * We were given a contract with the Sudbury Youth Wellness Hub based on our ability to engage youth and our Youth Engagement Toolkit * We have dramatically increased our network, with more people recognizing the name and work of Future North * We have developed partnerships with more local businesses and organizations that will feature our stickers within their public spaces * Partnership with local youth artist, Kayode. His design was used to create the limited edition On the Road/En Route hoodies. |

1. To what extent have other community organizations made investments into project activities? Briefly describe type, amount, duration, and/or conditions.

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| 1. The Flour Mill Community Farm paid youth for the afternoon workshops we conducted with them. This was 10 youth at $15/hour for 2 hour sessions per week for 6 weeks, resulting in a total investment of $1,800 for our 6 week series on Effective Communication and Presentation Skills. They also provided us with a large parting gift of freshly picked vegetables straight from their garden, probably worth around $100 if sold at the Farmer’s Market. 2. The contract with the City of Greater Sudbury was for $7910. 3. The contract with the Sudbury Youth Wellness Hub was just over $25,000. 4. SLIP provided $500 for the printing of promotional posters with our QR code. 5. The Northern Lights Festival provided us a booth for free. |

1. Briefly describe how you met your project key deliverables and milestones as well as indicators of success or anticipated outcomes.

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| Key deliverables and milestones |
| We talked about innovative approaches and often brainstormed. We kept up to date with upcoming community events where we could access youth and attended as many as we could. The response to the Navigation Brunches was great so after completing 1 round and still having some funds, we completed a second round and still had to turn some down. We leveraged our community connections through our Leadership Table members. |
| Indicators of success or anticipated outcomes |
| We had a map showing all the areas we frequented, and seeing that we hit all the outlying regions was a huge indicator of success, as we know youth in these areas would have been missed if they were required to come to us. We saw a huge increase in our social media over the year (over 350 new followers on Instagram, and we started a TikTok which has over 80 followers). We’ve had over 20 intakes to join Future North and had over 30 youth added to our Youth Directory. We have had 4 placement/co-op students work with us in achieving education credits. We have received 3 youth paid engagement contracts (City of Greater Sudbury, Sudbury Youth Wellness Hub, Centre Fora). From the City of Sudbury contract we have a report outlining all the findings and recommendations. A report will also be completed for the Sudbury Youth Wellness Hub project. We have added resources to our Community Map, and it is shared, recognized, and used as a resource by agencies and schools across our community. We have developed an ongoing partnership with the Flour Mill Community Farm and they have created partnerships for us with other youth-serving organizations in their network. |

1. Briefly reflect on the project budget.

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| What worked well? |
| The technology budget to allow for website updates was great. We were able to take feedback on the Community Map and implement some of the various recommendations. The budget for meetings was key in allowing the provision of the Navigation Brunches which were a highlight in getting the Community Map out there. The Community Engagement fund was important for the youth-designed limited edition hoodies and the community map stickers. |
| What changed and why? |
| Initially there was a lot of money placed in the Travel budget line. Unfortunately due to covid, the window for travel was condensed and it was harder to utilize such a large travel budget. We moved some of the travel funds to the Community Engagement area which worked in our favour. The technology budget did not stretch as far as we anticipated. One consistent feedback item on our Community Map was to enable a Search function. Upon talking to our website creator, it was explained that this would require a complete revamp and would cost upwards of $25,000. Therefore, the changes made were on a smaller scale. |

1. What are your next steps for the project? Is there potential to scale this project in other communities? If yes, how?

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| Next steps for the project |
| Future North has already embedded the On the Road/En Route project in our day to day activities, always operating in the “go to them” mindset. We recently acquired an office space, which many wondered if this was to become another youth drop-in space. However, with our proximity to other great youth-serving organizations, such as the Youth Wellness Hub and the YMCA, with which we share common spaces, we will continue to simply show up in spaces where youth are. Through our efforts in the community and recognition of our branding and value, the Sudbury Youth Wellness Hub hired us to partner with them to ensure youth are fully engaged in the development and ongoing operations of the newly formed Sudbury Youth Wellness Hub. We have recently had interest expressed in not only contracting our youth engagement consulting services, but also in obtaining social media training, and have created a 6 series workshop for youth-serving organizations to access in this area as well. We will be piloting this series this Spring and adding it as an offering on our website by the Fall. |
| Potential to scale the project in other communities |
| Future North is working on building capacity within our own team to have our reach extend further across the northeastern region of Ontario. We have already received requests from the Algoma region (Elliot Lake), however our current District of Sudbury-Manitoulin is already greater than our small team can currently manage. We have had to turn down opportunities in the past already. |