

Vision & Plan

The understanding of community needs, recognition of resources and potential partners creates the foundation for planning. Organizations determine long-term desired outcomes (vision) and steps to get there (plan).

- Develop a clear vision (desired future state), based on the recognized issue(s)
- Establish goals that are milestones to fulfill the vision
- Decide on short term and long term actions to reach each goal
- Communicate vision and plan to stakeholders and community

For smaller centres in Saskatchewan - Getting Organized:

Your community needs to come together embracing diversity for a respectful and engaged community. That takes leadership and a team. Perhaps you have that already. It is best when there is political leadership from municipal, provincial/territorial and federal governments as well as community development organizations. The local Chamber of Commerce or local economic development agency can also provide the motivation and influence the process.

Diversity Planning Tool

The diversity planning tool is a helpful tool to simply look at what you are doing well and what needs improvement.

Priority Overview

List and provide a brief description of the organization's top three to five diversity priorities:

Current Activities and Changes:

Priority Overview	What are you currently doing?	What do you hope to change?

Details of the Plan:

Provide a brief overview of the priorities goals actions that will help you reach your goals. Think about who will be responsible, when it will be done and the estimated resources required (E.g. Human Resources, funding and other resources).

Priority Area	Goals	Actions – Key Activities	Who /When	Estimated Resources

Evaluation

A. It is helpful to write a brief paragraph about how the diversity plan will be evaluated. (E.g. what are you aiming for, how will you know you are on track or have been successful? How will you measure progress, change and ultimately long-term impact?)

Who will do the evaluation?

When will it take place?

B. Complete the summary chart below to capture the key points above:

Priority Area Goals	Desired Change	Anticipated Results (Outcomes)	Success Indicators (How you will know it is working)	Possible Long-Term Impact

Plan for Evaluation

Identify key stakeholders and what they care about like people or organizations that have something to gain or lose from the evaluation. Include:

- Those involved in operating the program or initiative. For example: staff, volunteers, community members, sponsors and collaborators.
- Those prioritized groups served or affected by the effort. For example: those experiencing the problem and public officials.
- Primary intended users of the evaluation. For example: program or initiative staff, community members, outside researchers and funders.

Describe the program or initiative's framework or logic model. For example, what the program or effort is trying to accomplish and how it is doing so. Include information about:

- Inputs (resources and barriers): For example, resources may include time, talent, equipment, information, money, etc. Barriers may include history of conflict, environmental factors, economic conditions, etc.
- Activities or interventions: For example, what the initiative will do to effect change and improvement like providing information and enhancing skills enhancing services and support modifying access, barriers and opportunities changing the consequences modifying policies and broader systems.
- Outputs: For example, direct evidence of having performed the activities or number of services provided.
- Intended effects or outcomes: For example, increased knowledge or skill, changes in community programs, policies, or practices, change in behavior and population level outcomes.

Evaluation Questions:

Indicate what questions are important to stakeholders, including those related to:

Process measures: Looks at planning and implementation issues. How well was the initiative planned and implemented? Did those most affected contribute to the planning, implementation and evaluation of the effort? How satisfied are participants with the program?

Outcome measures: Attainment of objectives, for example, how well has the program or initiative met its stated objectives?

Impact on participants: For example, how much and what kind of a difference has the program or initiative made for its prioritized groups?

Methods: What type of measurement and study design should be used to evaluate the effects of the program or initiative? Typical designs include case studies and more controlled experiments. By what methods will data be gathered to help answer the evaluation questions? Appropriate methods include:

- Surveys about satisfaction and importance of the initiative
- Behavioral surveys and reports
- Interviews with key participants
- Documentation system and analysis of contribution of the initiative
- Community-level indicators of impact (e.g., number of racist incidents in the neighbourhood)

Adapted from The Community Toolbox, University of Kansas

[Contact MCoS for information on educational opportunities in this area](#)

Common Weal Community Arts

Migration is at the heart of the human experience. Throughout history people have undertaken significant migrations that have shaped the world we now live in: journeys made in hope and exploration, as well as journeys made by force or desperation. Through a series of portraits and personal narratives, A Rightful Place introduces us to newcomers across the province. Common Weal Community Arts' Southern Artistic Director Gerry Ruecker and professional photographer Michael Bell traveled to eight locations in Saskatchewan, taking portraits of consenting newcomers who were chosen by participating Newcomer Welcome Centers. To highlight the richness, depth and dignity of world cultures that the newcomers hail from, participants were invited to wear a piece of traditional clothing and/or hold an object of personal significance from their country of origin. Partnering agencies assisted in collecting the accompanying narratives, which briefly explain where the participants are from, why they emigrated, and what challenges or circumstances they may have faced in their experience of immigrating to a new land. Participants were also invited to supply a photograph of their current life, which accompanies the portrait and personal narrative.

In addition to showing at the Art Gallery of Regina, A Rightful Place will travel to North Battleford, Saskatoon and Swift Current in 2017. A Rightful place is presented with funding assistance from Multicultural Council of Saskatchewan and SaskCulture.



Elisha Muembo

Hello! My name is Elisha. I was born in The Democratic Republic of Congo. Sometimes it feels like it's not real; me being here in a peaceful country. I have never settled before. Accepting that this is real is probably the biggest challenge I face. Other times it feels like I am back there hiding but when I step out I realize that I am in Canada'.



Heba Anouz

As you know, for the last few years my country Syria has been in war. This led us to seek asylum in Jordan, the neighboring country south of Syria. I lived there for 3 years and have given birth to my second child there in December 2015. United Nation offered us to immigrate to Canada and we accepted it. In February 2016 we landed in Toronto and the next day to Swift Current.