



Theory of Change

YOUTH IMPACT: Parity in graduation rates for racialized youth by 2025

Context: Racialized youth face diverse barriers to graduation. Parity will be achieved by integrating and aligning across 5 key dimensions to create an integrated system of care and support at the neighbourhood and city-wide level. Our vision of a city where all youth are healthy, safe, skilled and equal participants in city life can be realized through the support we build for youth furthest from opportunities.

LONG-TERM OUTCOMES

HEALTH

Racialized youth achieve equity on physical, mental, emotional health indicators

EDUCATION/ECONOMIC

Racialized youth have equity in experiencing safe and caring learning and employment environments to support social, employment and academic skills development

ENGAGEMENT

Racialized youth have equity in having their voices heard and positively impacting their communities

SAFETY

Racialized youth have equity in experiencing safe spaces in the community where they are welcomed and supported

JUSTICE SYSTEM

Racialized youth have equity in treatment in the justice system and recidivism of racialized youth is decreased

SHORT/MID TERM OUTCOMES

Increased access to culturally appropriate mental health services

Improved educational experiences that respond to youth needs

Improved youth confidence, competence and agency

Increased youth advocacy on issues of safety

Improved relationships between community and police

Increased support through positive youth/adult relationships

Improved navigation by youth and their family of the school system

Increased youth leadership in schools and neighbourhood, including CITY spaces

Increased safe spaces for arts, sports, recreation and learning

Improved reintegration into community

Increased access to spaces for physical activity and nutritious food

Increased use of diverse training and apprenticeship opportunities

Increased synergy in school and community efforts to make space for youth voice

Increased availability of transition services for youth in unsafe or challenging living circumstances

Increased use of alternative forms of justice

Improved education and skills development in detention centres

OUTPUTS - ACTIVITY PRODUCTS



SHARED INTERSECTOR KNOWLEDGE



NEIGHBOURHOOD RESOURCE MAPS



DEFINED CARE PATHWAYS



BEST PRACTICE & PROFESSIONAL DEVELOPMENT



DATA, RESEARCH, INTERPRETATION, AMPLIFICATION



YOUTH LEADERSHIP DEVELOPMENT



BARRIER REMOVAL



POLICY, PLANNING AND ADVOCACY

Neighbourhood Clusters

- Continue to map neighbourhood resources, activities and needs across all dimensions (cross-sector)
- Confirm Cluster priorities among CITY's key indicators (1 from each dimension), co-develop long-term work plans
- Create care pathways to integrate support across all dimensions
- Capture and develop best practice, build relationships and mitigate challenges to integration
- Develop and support youth leaders to address social issues in their communities

CITY Backbone

- Second and support neighbourhood leaders to continue to convene neighbourhood clusters, gather and interpret data, build relationships
- Create care pathways to integrate support across all dimensions
- Coordinate professional development; increase knowledge of oppressions faced by racialized youth
- Develop integrated CITY model collectively
- Support systematic measurement, monitoring and analysis of key indicators to inform prioritization and mobilize action
- Co-ordinate, support City-wide Cluster
- Capture and amplify neighbourhood voices

City-wide Cluster

- Process collective findings from shared measurement, neighbourhood work
- Identify, prioritize and support opportunities for collaborative action and advocacy
- Work collectively to remove identified barriers to success
- Influence policy making, supported by research
- Develop and support youth leaders to inform and drive decisions that effect them
- Create care pathways to integrate support across all dimensions

ACTIVITIES

Implementation Plan: Overview

Activities

Neighbourhood Clusters

- Continue to on-board new partners with agreements
- Continue to convene neighbourhood working groups
- Establish priorities among the CITY's key indicators
- Continue mapping neighbourhood resources across all domains
- Develop and support youth leaders to address social issues in their communities
- Capture best practice and challenges to integration through shared measurement
- Create care pathways to integrate support across all domains

CITY-wide Cluster

- Convene City-wide Cluster
- Ratify Terms of Reference
- Establish work plan
- Share perspectives, upcoming key initiatives
- Understand and connect progress across neighbourhood clusters and progress on key indicators
- Develop and support youth leaders to inform and drive decisions that effect them
- Identify, prioritize and support opportunities for collaborative action and advocacy, remove barriers to success
- Support other partners to join CITY

CITY Backbone, coordination

- Provide backbone training to neighbourhood leaders
- Continue to convene, support neighbourhood working groups
- Seek, administer funding
- Develop and implement story telling site
- Develop measurement database with partners and deploy
- Support partners in documenting learning
- Provide ongoing learning sessions from shared measurement activities
- Distill, compile and share stories, best practice, and progress on priorities
- Cross pollinate ideas and best practice among neighbourhoods, connect city-wide learning to local experience
- Recruit, support new neighbourhoods

March 2016

December 2016

December 2017

June 2016

June 2017



Neighbourhood Clusters expanded to strengthen cross-sector representation (March 2016)



Longer-term neighbourhood priorities and work plans confirmed (June 2016)



Neighbourhood care pathways built and published (June 2017)



City-wide priorities re barrier removals established with neighbourhood inputs (December 2017)



Youth and Neighbourhood leadership engaged and trained (April 2016)



Measurement system built and deployed with data collection under way (December 2016)



Best practice curriculum built and training begins (June 2017)



Neighbourhoods prepared for key system changes (December 2017)

New neighbourhood clusters added and contribute to the work

Milestones