

LOGIC MODEL

ALL TOGETHER NOW PROGRAM (EMCA)

GOAL: TO IMPROVE ANIMATOR RETENTION RATES AND ACCOUNTABILITY

INPUTS

ACTIVITIES

OUTPUTS

OUTCOMES

ASSUMPTIONS

- COMMUNITY MEMBERS WANT AND BENEFIT FROM THE PROGRAM
- CONNECTION TO/WITH CULTURALLY
 SIMILAR LEADERS FILLS UNMET NEED FOR
 ETHNO-CULTURAL COMMUNITIES
- ETHNO-CULTURAL COMMUNITIES HAVE
 ASPIRING LEADERS INTERESTED IN
 BECOMING ANIMATORS
- TRAINING BY EMCA IS EFFECTIVE AND COVERS ALL REQUIRED TOPICS TO BECOME A COMMUNITY LEADER
- ANIMATORS ARE ABLE TO COMMIT 15-20 HRS PER MONTH
- INTERCULTURAL APPROACH IS BENEFICIAL

HUMAN RESOURCES

- PROGRAM STAFF
 RECRUITERS
- WORKSHOP
- FACILITATORS
 ANIMATORS

MATERIAL RESOURCES

- FACILITY
- OFFICE SUPPLIES
- ONLINE TOOLS

FUNDING

- FAMILY + COMMUNITY SUPPORT SERVICES
- EMERGING IMMIGRANT +
 REFUGEE COMMUNITIES
 GRANT PROGRAM
- NEW HORIZONS FOR SENIORS PROGRAM
- ALBERTA CULTURE DAYS
 GRANT

TIME

COMMUNITY PARTNERSHIPS

- COMMUNITY MENTORS
- COMMUNITY MEMBERSGRASS-ROOT AND
- GRASS-ROOT AND
 EMERGEING COMMUNITY
 ORGANIZATION
- GOVERNMENTAL ORGANIZATION

- RECRUIT + TRAIN ANIMATORS
- IDENFITY NEEDS OF PROGRAM/ANIMATORS/ COMMUNITIES
- PROVIDE RESOURCES, TOOLS, SUPPORT TO ANIMATORS
- ORGANIZE/FACILITATE/ PARTICIPATE IN WORKSHOPS
- BUILD RELATIONSHIPS
 WITH AND AMONG
 COMMUNITIES
- PARTICIPATE IN VARIOUS EMCA PROGRAMS
- WRITE GRANT PROPOSALS
- PROMOTE/REFER
 ANIMATOR CANDIDATES
- PROVIDE REFERENCE LETTERS FOR GRANT PROPOSALS
- IDENTIFY COMMUNITY NEEDS
- PROVIDE
 SUPPORT/I
- SUPPORT/MENTORSHIP
 FOLLOW UP ON ANIMATOR
 ACTIVITIES
- PARTICIPATE AND INFORM ANIMATOR PROJECTS
- TOP DOWN AND BOTTOM-UP ACTIVITIES
- CIVIC ENGAGEMENT (ELECTION PROMOTION)

- * OF ANIMATORS
 RECRUITED
 - # OF WORKSHOPS CONDUCTED
 - # OF TOPICS COVERED IN WORKSHOPS
 - # OF ANIMATORS
 ATTENDING/
 COMPLETING
 WORKSHOPS
 - # OF SKILLS GAINED BY ANIMATORS
 - # OF LISTENING
 CAMPAIGNS
 CONDUCTED
 - # OF GRANTS
 SUBMITTED
 - # OF GRANTS
 AWARDED
 - # OF PROJECTS
 STARTED
 - # OF PROJECTS
 COMPLETED
 - # OF COMMUNITIES INVOLVED
 - # OF ORGANIZATIONS INVOLVED
 - # OF MENTORS
 - # OF ANIMATOR REFERRALS
 - # OF GRANT REFERRALS

SHORT TERM

CREATE SKILLED,

CONFIDENT, KNOWLEDGABLE
ANIMATORS

ANIMATORS FEEL
SUPPORTED AND
EMPOWERED TO INITIATE AND
IMPLEMENT PROJECTS AND
ENGAGE COMMUNITIES

INCREASE

ACCOUNTABILITY OF

ANIMATORS TO ENSURE

PROJECT COMPLETION

INCREASE FUNDING FOR ANIMATORS/PROGRAM

ENHANCE COMMUNITY
ORGANIZATION AND
MEMBER PARTICIPATION,
CAPACITY, AND SUPPORT

MEDIUM TERM

INCREASE ATTRACTION
AND RETENTION OF
ANIMATORS

BUILD CAPACITY TO
ADDRESS RACISM, CIVIC
ENGAGEMENT, SOCIAL
INCLUSION AND EQUITABLE
INTEGRATION

BUILD A BODY OF
KNOWLEDGE TO INFORM
CULTURALLY RESPONSIVE
COMMUNITY ENGAGEMENT
PROCESSES

INCREASE COMMUNITY
INVESTMENT AND SUPPORT IN
ANIMATORS AND ATN
PROGRAM

ANIMATORS ARE ABLE TO
IDENTIFY AND RESPOND TO
NEEDS OF THE COMMUNITY
RESULTING IN IMPROVED
QUALITY OF LIFE

LONG TERM

ANIMATORS ARE
EMPOWERED TO CREATE
CHANGE AND BUILD
STRONGER, HEALTHIER
COMMUNITIES

COMMUNITY MEMBERS AND

SIMPLIFIED AND EXPEDITED
INTEGRATION AND
INCLUSION OF NEW
IMMIGRANTS INTO THEIR
COMMUNITY AND OVERALL
SOCIETY

CONTEXT

- ANIMATORS ARE INDIVIDUALS WITH UNIQUE SKILLS AND QUALITIES THAT ARE OPEN TO NEW POSSIBILITIES AND LEARNING NEW SKILLS
- ANIMATOR RETENTION MODEL IS FLUID WITH NO ACCOUNTABILITY OR EXPECTATIONS
 FOR TIMELINES OR GOAL-SPECIFIC COMMITMENTS
- ANIMATORS ARE AWARE OF LOCAL POLITICS, SOCIETAL PERCEPTIONS, AND ROLE EXPECTATIONS

EXTERNAL FACTORS

- SYSTEMIC AND STRUCTURAL BARRIERS TO ACCESSING PROGRAMS/SERVICES/SUPPORTS
- MULTI-CULTURAL IMMIGRATION IS INCREASING IN ALBERTA
- PERSONAL/WORK/FINANCIAL
 RESPONSIBILITIES CAN IMPACT ANIMATORS'
 ABILITY TO SUCCEED IN PROGRAM

71145