Powerful Partnerships - Planning for the greatest Impact
Outline

1. What journey are we on?
2. Local learnings for community action
3. International Learning
4. Engaging Children .... Map Your World
5. Cardinia – the place and urgency for change
6. Panel Q and A.
1. What journey are we on?

Video
Who inspires us …..

“You may never know what results come of your action, but if you do nothing there will be no result.”

-Mahatma Gandhi

“Never doubt that a small group of thoughtful, committed citizens can change the world; indeed, it’s the only thing that ever has”

(Margaret Mead)
What inspires us?

Transformation as metamorphosis.

“Caterpillar holds no description of the butterfly.”
2. Local Learnings-Intro David Stewart
OUR TOWN'S ICE FIGHT
THERE'S NO PLACE FOR ICE

A Case Study
Pre Requisites for Success

Key Ingredients & Watch Outs

1. A recognized sense of urgency to ACT and a commitment to trust each other and work together
2. Strong and transparent Governance Structure
3. A transparent plan for an effective outcome (From – To)
4. Clear timeframe with unambiguous roles and responsibilities
5. Clear and disciplined communications and engagement
6. An enterprising approach to fund raising
7. Adopt an action research approach to focus on good practice (establish what is effective V what is well intended)
COLLECTIVE IMPACT MODEL - OUR 6 STEPS

1. Engagement: Coalition of willing stakeholders and funders
2. Communication: Geelong multi level communications strategy
3. Initiation: Collective ideas summit - 2 days
4. Plan & Prepare: Sub-teams develop agreed actions
5. Implement: Declaration day & year of actions
6. Evaluation: Action research methodology
<table>
<thead>
<tr>
<th>Month</th>
<th>YEAR OF Action</th>
<th>Focus</th>
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<tr>
<td>Nov-2014</td>
<td>• Week of awareness for office related industries</td>
<td>Workplaces</td>
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<td>Dec-14</td>
<td>• Our Town’s ICE Fight info session</td>
<td>Community</td>
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<td>• Construction industry week of awareness</td>
<td>Workplaces</td>
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<td>Jan-2015</td>
<td>• ICE theatre production script developed</td>
<td>All</td>
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<td>Feb-15</td>
<td>• Clubs That Care</td>
<td>Sport</td>
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<td>• Real estate industry week of awareness</td>
<td>Workplaces</td>
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<td>Mar-15</td>
<td>• Round table with educators to establish Education ‘Best Practice’ on ICE Programs</td>
<td>Education</td>
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<td>• Apprentices’ week of awareness</td>
<td>Youth</td>
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<td>• Builders/Tradies week of awareness</td>
<td>Workplaces</td>
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<td>Apr-15</td>
<td>• Youth ICE Summit</td>
<td>Youth</td>
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<td>May-15</td>
<td>• Drug awareness App for workplaces and clubs</td>
<td>All</td>
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<td>Jun-15</td>
<td>• Workplace champion engagement and training</td>
<td>Workplaces</td>
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<td>Jul-15</td>
<td>• ICE theatre production launch</td>
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<td>Aug-15</td>
<td>• 36 hr Youth Challenge - Resilience and team building</td>
<td>Youth</td>
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<td>Sep-15</td>
<td>• ICE Education conference/ Community Expo ‘Where to from here’</td>
<td>All</td>
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<td>Oct-15</td>
<td>• Workplace awareness/WHS week</td>
<td>Workplace</td>
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“LET OUR TOWN REACH IT’S FULL POTENTIAL AND PREVENT THIS UGLY DRUG’S DEVASTATION.”
“What to do differently?
– Watch out for habits, resistance, snap back so we can stay with what is emerging.”

Jay Connor – Leadership
Brenda Zimmerman – complexity
Mark Cabaj – Developmental Evaluation
3.1 Leadership

Catalytic Leadership ..... AND ............Change Agent Leadership

What makes the difference between a good movie and a bad movie?

“Getting everyone involved to make the same movie!”
- Francis Ford Coppola

Controversy
Tension....Gough Whitlam

Alignment - Move at the speed of trust
3.2 Snap Back! Brenda Zimmerman & Complexity

There Are Several Types of Problems

Simple
Making Soup
Right “recipe” essential
Gives same results every time

Complicated
Sending a Rocket to the Moon
“Formulæ” needed
Experience built over time and can be repeated with success

Complex
Raising a Child
No “right” recipes or protocols
Outside factors influence
Experience helps, but doesn’t guarantee success

KNOWN
KNOWABLE
UNKNOWABLE
Complicated and Complex Systems

- **Complicated (machine-like)**
  - Metaphor: Send a rocket to the moon
  - Reliance on installation and mechanical replication of technically correct solutions designed by *content* experts.

- **Complex (organic)**
  - Metaphor: Raising a child
  - Keys: appreciation of uniqueness, interaction, being adaptable, & staying tuned in to what is happening. Looking for the attractor patterns in the *context*. 
Understanding Change in Complex Social Systems

- Behavior of the system can be largely explained by understanding "attractors."

- Relationships and coordination among parts can be more important than the parts themselves.
3.3 Developmental Evaluation

Into the unknown......

Developmental evaluation focuses on developmental questions:

What’s being developed?

How is what’s being developed and what’s emerging to be judged?

Given what’s been developed so far and what has emerged, what’s next?

Mark Cabaj
Contrary to the usual practice in evaluation of fixed designs that are implemented as planned,

developmental evaluation designs can change as the innovation unfolds and changes

The Niche for DE

*Traditional contexts*

**Developmental**
- Initiative is innovating and in development
- Evaluation is used to provide feedback on the creation of the initiative.

**Formative**
- Initiative is stabilizing and under refinement
- Evaluation is used to help improve the initiative.

**Summative**
- Initiative is stabilized and well-established
- Evaluation is used to judge the merit or worth of the initiative.

Adapted from Tanya Beer & Hallie Preskill. Evaluating Social Innovation

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**Six Developmental Situations**

- **Pre-Formative (Innovation)**
  - The initiative is being created through a process of trial-and-error.

- **Model Replication**
  - The initiative is being adopted and adapted for a new context.

- **Ongoing Development**
  - The initiative is constantly adapted to fit an ever-changing context.

- **Crisis**
  - The initiative is an emergency response to a crisis situation.

- **Cross-Scale Complexity**
  - The initiative is designed to change “systems” at multiple levels and sites.

- **Patch Evaluation**
  - The initiative incorporates some DE work alongside more traditional evaluation.
1. Leadership – it rocks the boat – move at the speed of trust

2. Preventing Snap Back – we like to do what we have always done

3. Developmental Evaluation – even the evaluation design must be agile and adaptive to what is emerging

“What to do differently?
– Watch out for habits, resistance, snap back so we can stay with what is emerging.”
How far can these kids go if you add technology?
A global network of young people making real change
MAP YOUR WORLD

Google

family life.
MAP YOUR WORLD

MAP IT
TRACK IT
CHANGE IT
SHARE IT
Map Your World

Video
How will technology enable youth to become change agents in their communities?
**How will technology enable youth to become change agents in their communities?**

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<th>Question</th>
<th>Response</th>
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<td>School/ Organization Name:</td>
<td>Family Life</td>
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<tr>
<td>Project Location:</td>
<td>Victoria, Australia</td>
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<td>Describe your Map Your World project:</td>
<td>Community consultation with children about safety with families and neighborhoods. Mapping incidences of violence.</td>
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<td>TABLE OF CONTENTS</td>
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<td>MAP YOUR WORLD</td>
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- **Curriculum**
- **Study guide**
- **Interactive web platform:**
  - Survey builder
  - Mapping tools
  - Blog
- **interactive story maps**
Bring the voice of young people
Cardinia – burning platform for change
The bleak family violence statistics

- Over the last 14 years to 2013/14 Cardinia has experienced a 156% increase in Family Violence callouts compared to Melbourne Metropolitan at 146%

- Cardinia has the third highest reported incidence of family violence in the Southern Metro Region for 2013/14. Of these, 45% were serious enough to result in charges being laid.

- In Cardinia 20% of all family violence incidents are by repeat offenders or recidivists

- In last 12 months across Casey, Cardinia and Dandenong – one reported incident every 75 minutes and estimated one unreported incident every 9 minutes

- In 2013/14, children were present at 41% of Family Incidents within Cardinia Shire

- In the last 5 years 2,142 children were witnesses to family violence in Cardinia Shire
# The broader stresses and impacts

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<th>Stresses e.g.</th>
<th>Impacts e.g.</th>
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<td>Pakenham SEIFA scores amongst the 35% most disadvantaged communities in Victoria</td>
<td>Around 17.3% of children are developmentally vulnerable in one or more domains (AEDI 2012)</td>
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<td>High mortgage and rental payments -135 rental evictions over the last three years in Pakenham</td>
<td>Approx. 6 notices/intervention orders per week across the municipality</td>
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<td>Cardinia residents experience the highest financial stress/debt amongst the interface and growth Councils (VEDA 2014)</td>
<td>Approx. one family each day moving in to the Shire will have some vulnerability</td>
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<td>16.7% of residents spending two hours or more per day commuting, compared to 11.6% across Victoria</td>
<td>Growing complexities: e.g. MCH program</td>
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<td>Significant mental health and drug/alcohol issues</td>
<td>8 families: 6 mothers suffering post natal depression; 4 fathers diagnosed with depression; 6 families with a history of family violence/or are experiencing family violence.</td>
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Cardinia Shire Council
Why Cardinia Shire Council?

Strong established relationships
acknowledgement of the good work that
has been and is being undertaken

Real desire to do it differently - making the paradigm shift
to include the voices of those with lived experience

Commitment to reduce the damaging effects on our children

A Council embarking on a culture change around challenging violence in all
its forms - belief in breaking the cycle of violence through strong prevention initiatives

Cardinia Shire Council
Why Collective Impact?

- A collective community engagement and ownership approach (including children) can address the long term issues to bring about a sustainable solution.
- Letting go of logos/on the same page!
- Service intervention and joint working is achieving some results (e.g. reducing recidivism)
- Aims to achieve a paradigm shift in preventing family violence from its root causes, promote respectful relationships and protect children from harm.
Panel Q and A.
Replay [Infographic](#).