

Nov 26th P2P-FCFA 2025 Conference for LIPs and RIF

Outcome and Impact-based Evaluation of LIPs' Work: Attribution Vs. Contribution, Challenges and Opportunities, Tools and Best Practices

Partners



Workshop Agenda

- Introductions to the Workshop Presentations and Presenters by the Workshop Chair **Sathya Gnaniah** from the National LIPs Secretariat (5 minutes)
- Presentation 1: Approaches to Outcome and Impact-based Evaluation of LIPs' Work, Presenter: **Margerit Roger**, Eupraxia Training (12 minutes)
- Presentation 2: Measuring and Evaluating LIPs Work: Unpacking Attribution vs. Contribution, Presenter: **Elaine Burton-Saïndon**, Pembina Valley LIP (12 minutes)
- Presentation 3: Challenges and Opportunities to Impact-based Evaluation of LIPs Work, Presenters: **Diana Lee Miller and Susie Kim-McMullen**, York Region LIP (12 minutes)
- Presentation 4: Collaborating to further LIPs Evaluation Efforts: Developing and Exchanging Tools, Templates and Best Practices, Presenter: **Kailea Pedley**, Cape Breton LIP (12 minutes)
- Q & A Session (20 minutes)

Presentation 1

Approaches to Outcome and Impact-based Evaluation of LIPs' Work

Presenter

MARGERIT ROGER, M.ED. EUPRAXIA TRAINING



Approaches to Outcome and Impact-based Evaluation of LIPs' Work

Margerit Roger, M.Ed. Eupraxia Training



Helping communities become more welcoming and accessible

LIPs have a particular role in Canada's settlement sector: building and strengthening **community-based partnerships to help address the needs of newcomers. Through their activities they ...**

- increase awareness and knowledge
- expand cultural connections
- train and motivate people and organizations
- increase responsive capacity
- increase available resources
- address shared issues
- encourage positive change
- magnify newcomer voices ...



Partnerships, businesses, organizations, communities, and systems

The very existence of LIPs, ZIPs, and PIPs is an important puzzle piece for positive change.



- There is a meeting place for people from diverse backgrounds to come together and learn, collaborate, problem-solve, advocate.
- Community priorities can be identified.
- Newcomer needs can be assessed in a coordinated way.
- Resources can be developed.
- Decision-makers get access to new perspectives and information.
- Personal and professional networks expand and diversify.
- “Backbone” support can be provided to collective impact projects.

But how do LIPs, ZIPs and PIPs evaluate their outcomes and impacts?



Defining value for diverse audiences is essential.

What changes
because of what
we do?

Why do the
changes matter?



Identify the stakeholder ecosystem



- Who are our primary (directly affected) beneficiaries?
- Who are the secondary (indirectly affected) beneficiaries?
- Who are our closest partners?
- How do we collaborate?
- What do we each value?



Be clear on the Theory of Change

Individual Group
Community Organizational
Systems

- What kinds of positive changes are experienced?
- What kinds of negative changes are reduced or avoided?
- What is the “chain of results”? What do the initial changes lead to?





Describing the “Ripple Effect”

Types of Individual Change

Awareness and Knowledge
Attitudes and Motivations
Skills and Behaviour
Participation
Discourse
Capacity or Potential



Broader Change

Family/Home life
Legal Concerns
Physical/Mental/Emotional Health
Economic/Financial Concerns
Education
Culture
Community “Belonging” and “Well-being”

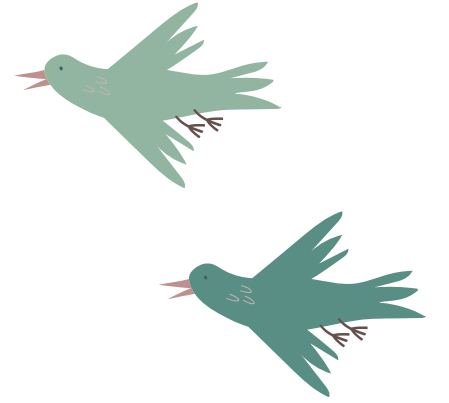


Describing Longer-Term Change

Improvements & Preventative Effects

Conditions (economic, financial, social)
Public Awareness and Understanding
Values and Culture
Systems and Processes
Policies
Infrastructure and Shared Assets

Distinguish between “measurable effects” and “wider benefits”



- What is *new* because of our work?
- What are the *immediate* outcomes of our work?
- What can we truly “measure”?
- What are the *intermediate* effects that occur because of a collaborative effort?
- What broader changes do we contribute to?

Types of Interim Outcomes in Public Advocacy

Changes

ACTION	Successful Mobilization	Collaborative Action	Policy Change
	Increased Public Will or Support Increased Advocacy Capacity	Stronger Coalitions Increased or Improved Media Coverage	New Political Champions Increased Political Will or Support
	Changed Attitudes or Beliefs Increased Knowledge	Changed Attitudes or Beliefs Increased Knowledge	Changed Attitudes or Beliefs Increased Knowledge
	PUBLIC	INFLUENCERS	DECISION MAKERS

Audiences

Source: Coffmen and Beer (2015, 11).

Reproduced with permission in Alnoor Ebrahim's *Measuring Social Change: Performance and Accountability in a Complex World*



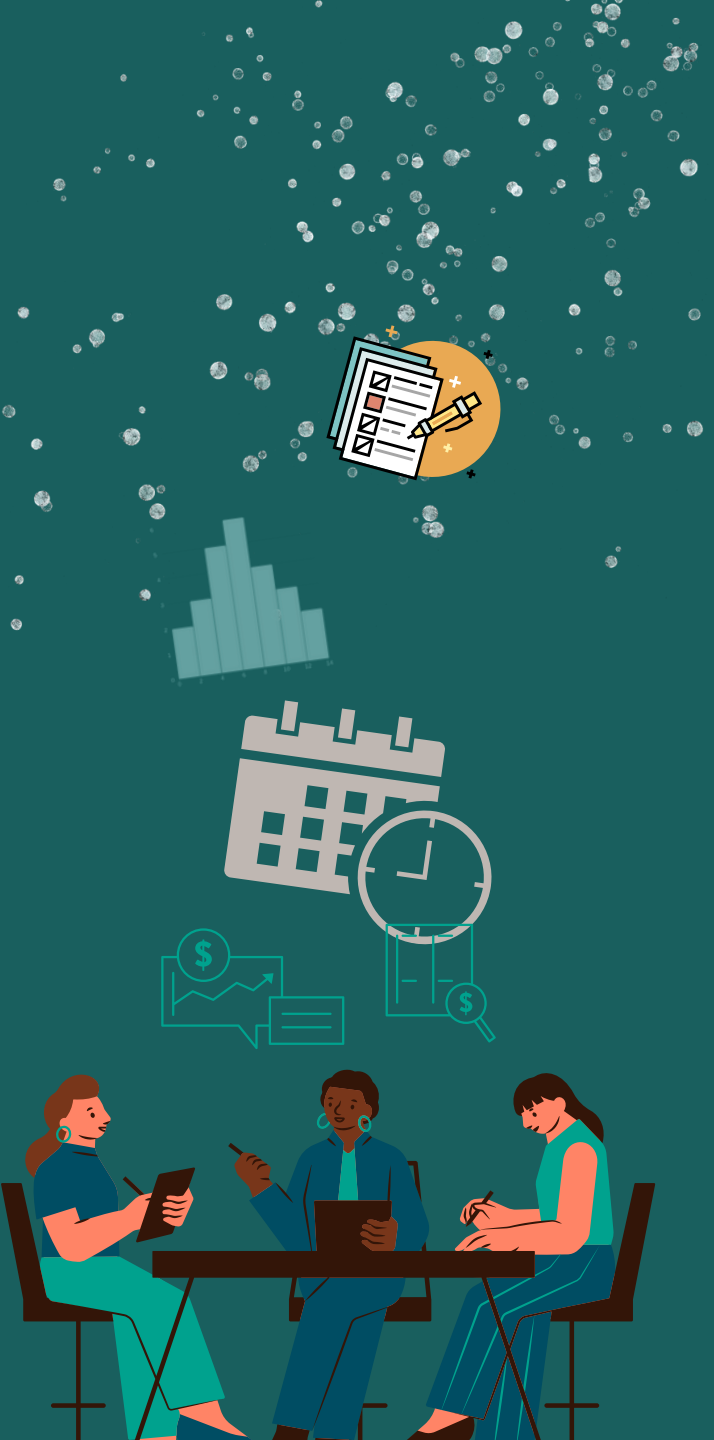
Formal and Informal Data Collection

- Observations
- Conversations
- Exhibits/Displays
- Artifacts
- Testimonials
- Interviews
- Focus Groups
- Surveys



For **indirect services**, intermediate outcomes and impacts can take longer to appear or become measurable.

- Plan for longer-term (multi-year) evaluation strategies.
- Involve stakeholders (especially partners) in discussions about what “progress” and “success” look like.
- Use an “outcomes harvesting” approach from time to time; be open to surprises.
- Share data.
- Make adjustments as you go.



Presentation 2

Measuring and Evaluating LIPs Work: Unpacking Attribution vs. Contribution

Presenters:

ELAINE BURTON SAINDON



Measuring and Evaluating LIPs Work: Unpacking Attribution vs. Contribution

Elaine Burton Saindon – P2P 2025



LIPs: A Collective Community Response



What is the Difference?

	Attribution	Contribution
Definition	The direct, verifiable cause-and-effect relationship between a specific action and an outcome.	The broader influence of a role within a collective effort or system, even without direct, sole causation.
Focus	A single, direct cause.	Multiple factors and stakeholders.
Application	Often used for direct, measurable impacts, such as a specific marketing touchpoint leading to a sale.	Used for complex, systemic changes where outcomes are rarely due to one factor, such as a community-wide project.
Examples	"I aced the presentation because I'm a good public speaker" (internal attribution).	"The city's growth is the result of many positive contributions from various agencies and stakeholders".
Benefit	Provides precision and can quantify the impact of a specific action.	Encourages cooperation and a more comprehensive understanding of complex systems, leading to more effective collaboration.

How Do LIPs Create Change?

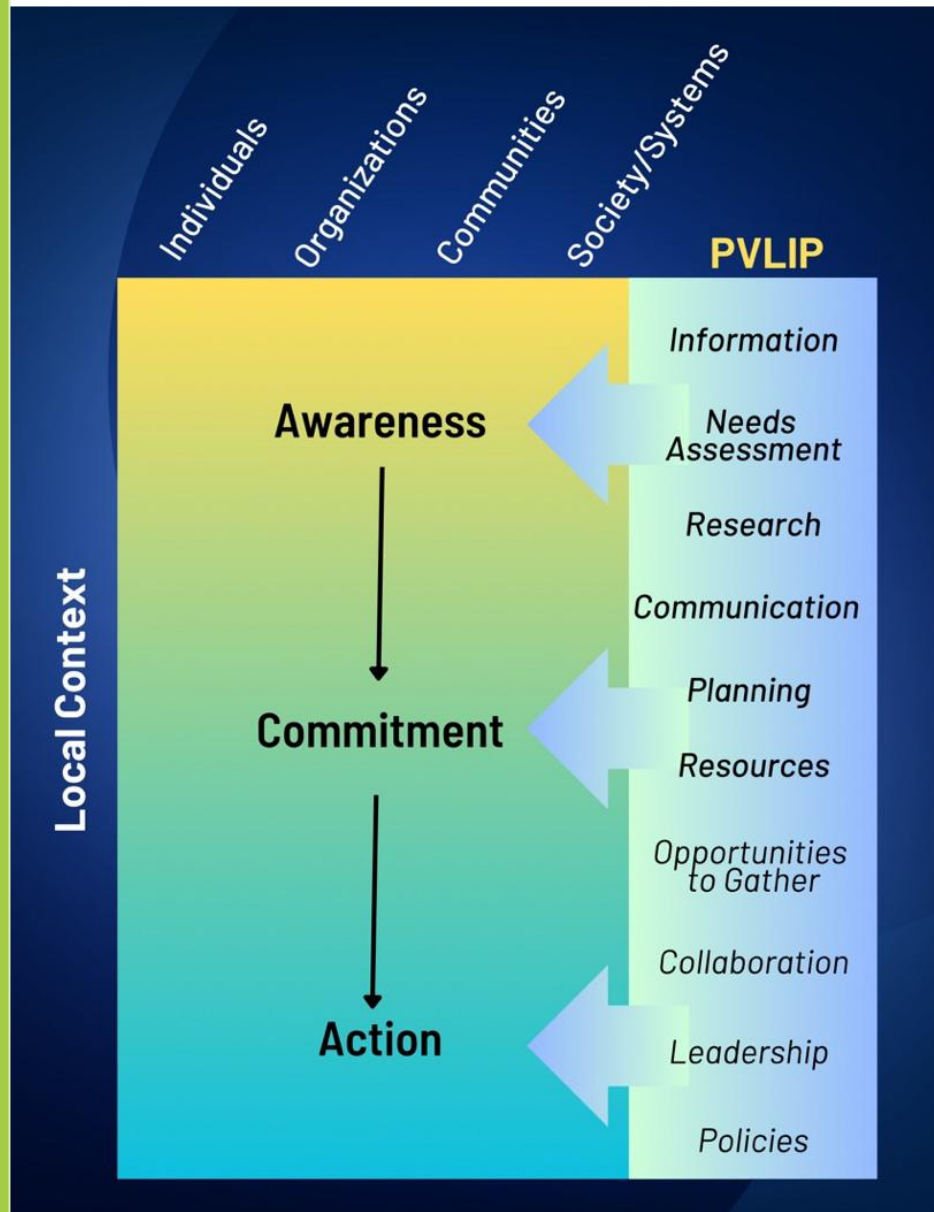


- **NOT a DIRECT** service
- **Community-based, Community-led initiative**
 - Broad influence
 - Multiple stakeholders
 - Complex systemic changes
 - Encourages cooperation
 - Effective collaboration

PVLIP's 5-Year Evaluation Experience

- 1. What was your experience like doing a 5-year evaluation?**
- 2. What did you do to prepare for the evaluation process?**
- 3. Can you provide an example of something you discovered through this process that you were not aware of?**
- 4. What contributed to your positive evaluation experience?**

What Changed because of PVLIP?



Interviews conducted with stakeholders revealed how change was created through Engagement with PVLIP:

- 1. Increased Awareness**
- 2. Commitment to Change**
- 3. Actions to improve newcomer outcomes**

And Why does this matter?





OUTCOMES & IMPACT (2020-2025)

PEMBINA VALLEY LOCAL IMMIGRATION PARTNERSHIP



2025



elaine@pvlip.ca



Presentation 3

Challenges and Opportunities in Impact-based Evaluation of LIPs' work

Presenters

- **DIANA MILLER**
- **SUSIE KIM-MCMULLEN**



CHALLENGES AND OPPORTUNITIES IN IMPACT-BASED EVALUATION OF LIPS' WORK

YORK REGION'S FIRST WELCOMING WEEK

Diana Miller, Program Manager, Local Immigration Partnership

Susie Kim-McMullen, Senior Policy Analyst





LAND ACKNOWLEDGEMENT

"We acknowledge that York Region is located on the traditional territory of many Indigenous peoples including the Anishinaabeg, Haudenosaunee, Huron-Wendat and Métis peoples and the treaty territories of the Haudenosaunee, Mississaugas of the Credit First Nation and Williams Treaties First Nations. Today this area is home to many diverse Indigenous Peoples, and we recognize their history, spirituality, culture and stewardship of this land. We also acknowledge the Chippewas of Georgina Island First Nation as our closest First Nation community."

What Did We Do and Why?



Goals

- Establish the celebration to deliver on an action in York Region's 2024-2027 Plan for Newcomer Inclusion
- Engage every local municipality
- Build buy-in among partners in the settlement sector



Key York Region LIP Activities

- Consulted with partners to establish direction
- Engaged partners to host events, and acted as overall coordinator for Welcoming Week
- Opened a Call for Applications for funding for Welcoming Week events
- Hosted a citizenship ceremony in partnership with IRCC

Welcoming Week Kickoff Event: Citizenship Ceremony

- The citizenship ceremony served as a kickoff event for Welcoming Week
- Signaled a formal welcoming of newcomers and immigrants to Canada, and York Region
- Not a public event, but media were invited and photos were shared publicly



Welcoming Week 2025 in York Region



Evaluation Data



Quantitative Metrics

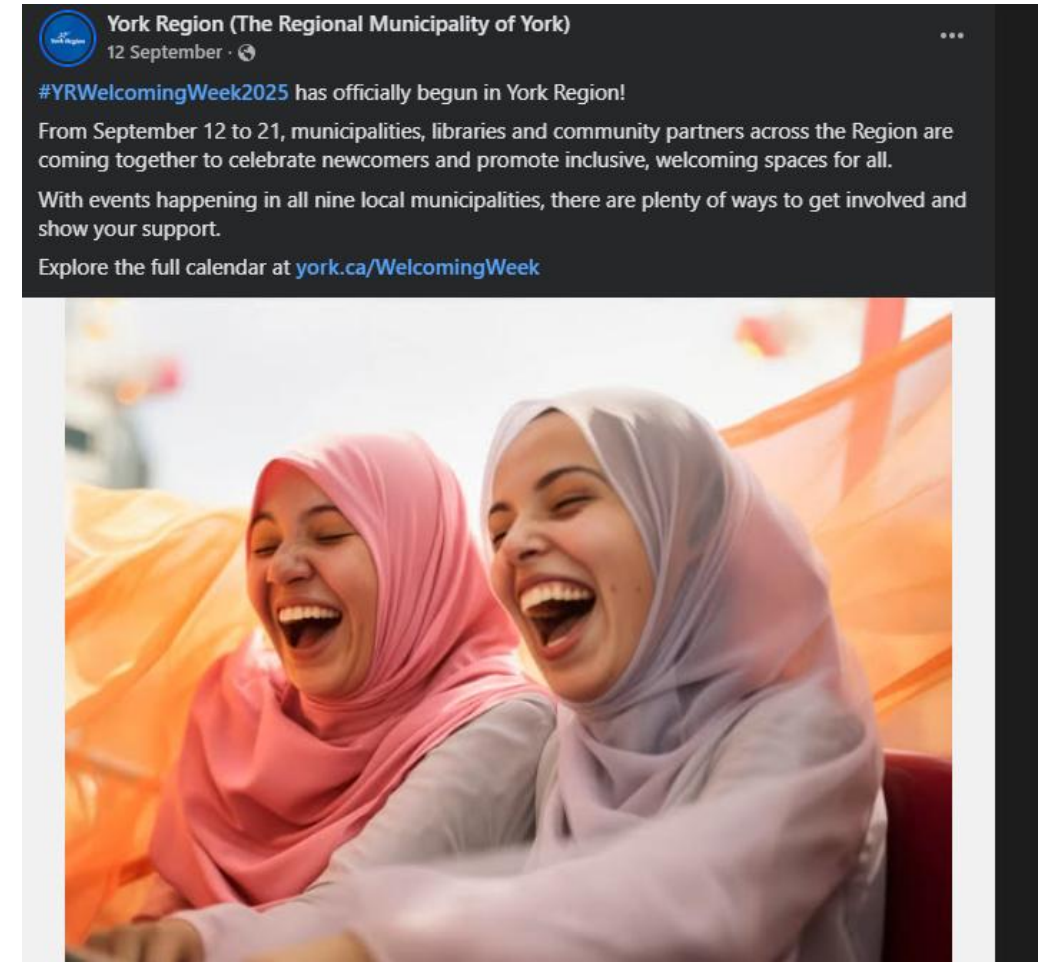
Number of events	92 total events • 16 new events • 76 existing events cross-promoted as Welcoming Week events • 9+ events benefiting from CIF funding
Event attendance	6000+ total attendees • 2,000 + attendees at CIF-funded events
Number of host organizations	32 total host organizations • 8 of 9 local municipalities directly hosted an event
Social media reach	• 5 partners and 15 posts using #YRWelcomingWeek2025 • 6 York Region social media posts • 14,199 total impressions • Average to slightly above-average engagement rates (0.85% to 5.22%, with one outlier of 22.64%)

Quantitative Metrics

Survey Question	% of partners who agreed or strongly agreed
Hosting a Welcoming Week event added value to my organization	100%
York Region provided enough support and communication about Welcoming Week, and how municipalities and community partners could participate	75%
I would recommend hosting a Welcoming Week event to colleagues or other organizations	100%
I would recommend attending Welcoming Week events to individuals, such as clients and members of the public	100%

Qualitative Feedback and Opportunities for Future Years

- Consider fewer but more focused events
- Enhance public awareness of Welcoming Week
- Prepare for negative public comments and anti-immigrant sentiment
- Consider expanding to a broader network of partners (e.g. faith groups, ethnocultural groups)
- Identify opportunities for stronger central coordination (e.g. earlier coordination of Call for Applications, stronger focus on coordinated social media promotion)
- Provide stronger backbone support for Welcoming Week branding, particularly for cross-promoted events



What was the Impact?

Goal: Establish the Celebration

- **Milestones:** council recognition received, events calendar launched, events funded
- **Quantitative metrics:** # of events and attendees

Goal: Engage every local municipality

- **Milestones:** municipality-specific engagement session held
- **Quantitative metrics:** # of municipalities holding events

Goal: Build buy-in among partners in the settlement sector

- **Milestones:** engagement sessions held
- **Quantitative metrics:** # of partners hosting events, # of CIF applications, # of partner social media posts, survey feedback
- **Qualitative feedback** from survey and debrief sessions

Considerations for Future Impact

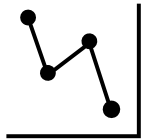
Goals for future years:

- Promote Welcoming Week to a broader audience, including the public, faith communities, ethnocultural organizations
 - “Big picture goal” is public impact, i.e. to influence public opinion and create and support welcoming, inclusive communities
- Create stronger centralized support for branding
- Streamline and systematize evaluation metrics, seek feedback directly from the public and event attendees

How Did We Measure Impact?



Start by establishing short-term goals, and articulate how they are connected to longer-term impacts



Use multiple sources of data, mixing qualitative and quantitative insights when possible



Map out how different data sources speak to different types of impact, e.g. impacts on partners, decision-makers, newcomers, the general public, etc.

Thank You



Presentation 4

Collaborating to Further LIP/RIF Evaluation Efforts: Developing and Exchanging Tools, Templates and Best Practices

Presenter

KAILEA PEDLEY



COLLABORATING TO FURTHER LIP/RIF EVALUATION EFFORTS

**Developing and Exchanging Tools,
Templates and Best Practices**

Kailea Pedley

Program Manager, Cape Breton Local Immigration Partnership

P2P-FCFA Conference for LIPs and RIF
November 26, 2025



NAMING THE CHALLENGES BEFORE STAFF

- limited staff time
- competing priorities
- feeling the need to be an expert in...everything
- limited staff experience in evaluation
- limited financial resources



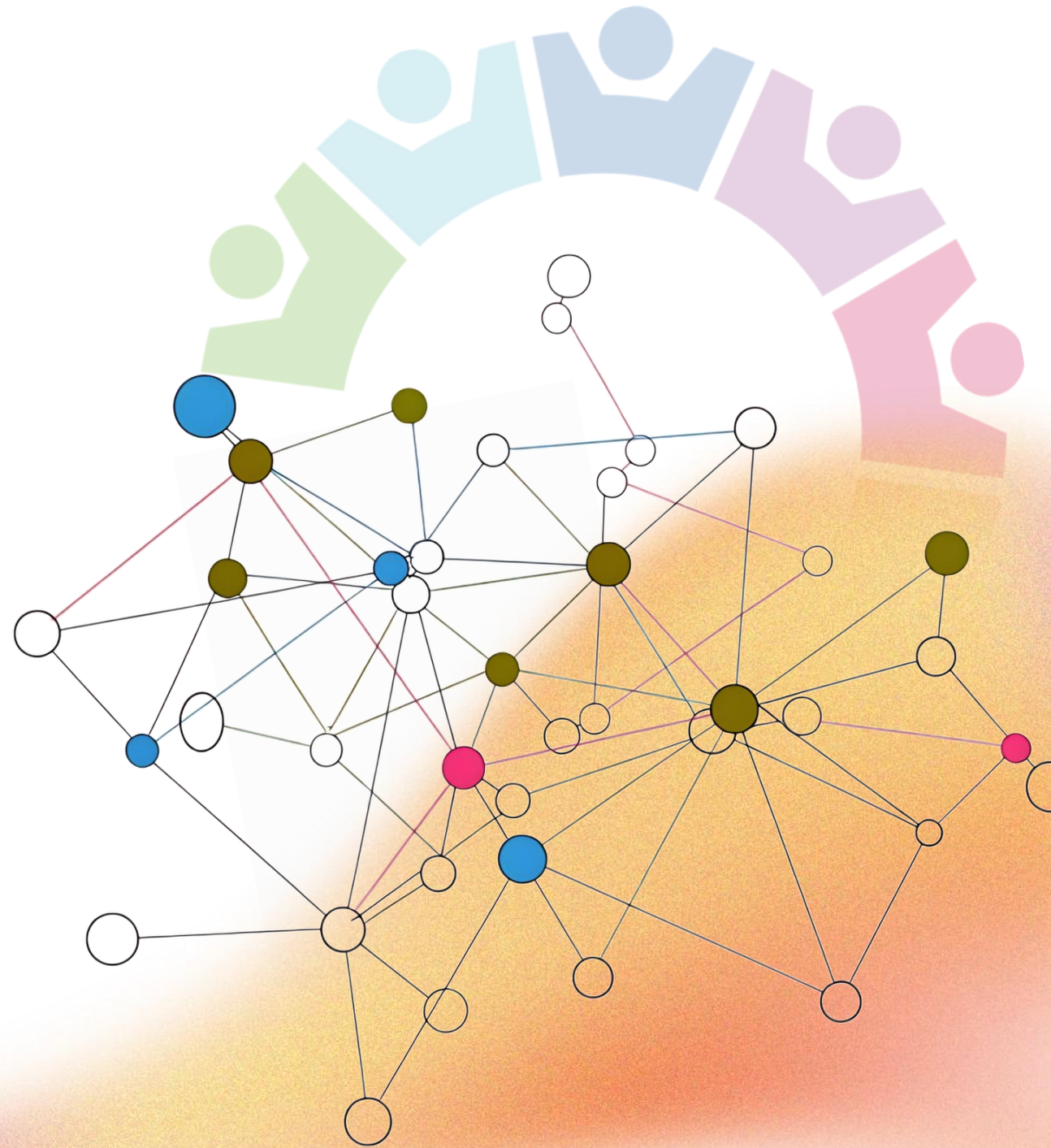
HOW COLLABORATION CAN HELP

- 
- dividing work to share the load
 - leaning into our strengths
 - sharing lessons learned and dodging common pitfalls
 - finding helpful resources quicker
 - pooling limited resources
 - feeling like we aren't alone



CURRENT PLATFORMS FOR COLLABORATION

- thelipsecretariat.ca
resource library
- Basecamp LIP ideas bank
- LIP Data Working Group:
Community of Practice
- Regional LIP networks
- Conference connections!



CBLIP THEORY OF CHANGE 2025-2030 (THE ALMOST FINAL VERSION)



SAMPLE TEMPLATE: CBLIP ACTION PLAN

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P
CBLIP Umbrella Activities															
These activities are designed to support the overarching goals of the CBLIP as a community-based partnership and are overseen by CBLIP staff under the guidance of the CBLIP Council, Immigrant Advisory Table and Mi'kmaw Advisory Committee.															
Intended Impact	Outcomes	Objectives	Activity	Alignment					Activity Timeline	Lead/Supporting Member(s)	Required Resources	Outputs	Measurable Indicator	Method and Source	Reflections on Activity
				CBLIP Theory of Change (2025-2030)	IRCC Agreement (2025-2028)	LSI Agreement (2024-2026)	CBP Strategic Plan (2025-2028)	CBLIP Working Group Action Plan (2025-2026)							
Equity, Diversity, Inclusion & Accessibility															
The CBLIP addresses systemic racism.	The CBLIP is better equipped to integrate principles of Anti-Racism throughout its work.	Through the Cape Breton Partnership, the CBLIP has a roadmap for action in Anti-Racism.	Support the Cape Breton Partnership in developing an Anti-Racism Action Plan, in line with IRCC agreement requirements.		Agreement Clause 5.14				In place by September 30, 2025	Lead: CBP HR Advisor; Support: CBLIP Staff and advisory bodies.	Staff time, IRCC agreement details, samples and guides from other sector organizations and NLS Anti-Racism WG.	CBP Anti-Racism Action Plan. Review of plan with CBLIP membership.	Plan produced and submitted to IRCC.	Submission and meeting records.	Staff & HR attended We Materials from NLS and
A robust and meaningful action plan guides the CBLIP's work in Anti-Racism.	The actions identified in the Anti-Racism Action Plan are implemented and evaluated.	The Cape Breton Partnership is held accountable for commitments in the Anti-Racism Action Plan, in part, through reporting to IRCC.	Report on Anti-Racism Action Plan progress in annual reporting		Agreement Clause 5.14				May 2026 and as needed	Lead: CBLIP Program Manager; Support: CBP HR Advisor	Staff time. Records based on evaluation plan integrated in the Action Plan.	Annual report to IRCC	Report submitted.	Submission record.	
The CBLIP supports the development of responsive and inclusive programs and initiatives.	CBLIP staff are engaged in ongoing exploration of the changing realities and inequalities of diverse groups of people.	CBLIP staff have increased understanding of GBS Plus.	Ensure that all CBLIP staff members complete training in GBA Plus.		X				Staff training complete by August 31, 2025.	CBLIP Program Manager and CBLIP Program Coordinator	Online GBA Plus training module and supporting resources.	Online staff and member training.	Course completion by staff.	Course completion record.	Tara attended webinars. Deep dive on 2025 rele
CBLIP members regularly pursue collaborative opportunities to better design initiatives that facilitate access for those who have, and continue to be, excluded.	Gender-based analysis becomes an established lens for the CBLIP through strong member knowledge and understanding.	CBLIP members have increased knowledge and capacity relating to gender-based analysis.	Share and support training to enhance CBLIP member capacity and knowledge on gender-based analysis		Activity 5.0				Training opportunities shared with members in spring/summer 2025.	Lead: CBLIP Program Coordinator; Support: CBLIP Program Manager	Online GBA Plus training module, other training opportunities and supporting resources.	Members participation in training opportunities.	# of members who have completed training related to gender-based analysis.	Member poll in winter 2025-2026.	Review and refresh of G Micro-learning workshop Opportunities identified i
The CBLIP creates effective programming for diverse populations that experience greater barriers to services and addresses specific issues.	The CBLIP is better positioned for ongoing incorporation of GBA Plus in the design, implementation and evaluation of programming.	The CBLIP develops an inventory of current and potential use of a GBA Plus lens in its work.	Complete initial evaluation of CBLIP activities through a GBA Plus lens, identifying a) areas where the CBLIP already applies GBS Plus and b) areas where the CBLIP could use GBA Plus in future.		X				Brief evaluation document complete by March 2026.	Lead: CBLIP Program Manager; Support: CBLIP Program Coordinator	SWOLIP Resource.	Evaluation document.	Document developed and staff discussion held to discuss next steps.	Meeting notes.	Resources in Basecamp
Unsettling Settlement															
Mi'kmaw leadership is centered in the work of the CBLIP and the role of Mi'kmaw people as the original and rightful welcome is acknowledged, supported, and celebrated.	A foundation is established for ensuring that Mi'kmaw voices are strongly represented in conversations and action around immigration and settlement in Unama'ki-Cape Breton.	Foster relationships to walk forward together in a good way	Host a series of conversations with the CBLIP Mi'kmaw Advisory Committee (MAC) to explore present and future collaboration in welcoming newcomers.	X	Activity 2.0	X			Ongoing - several gathering (virtual and in person) through the year	Project facilitator and core group, CBLIP staff, Mi'kmaw advisor	Meeting space, refreshments, honoraria, mileage	Series of conversations	# of conversations, # of people joining	Meeting notes	Virtual: MAC/Core Team In-Person Gatherings; M
	Increased alignment across CBLIP activities with principles of Truth and Reconciliation.	Have a tool that helps guide CBLIP decision making and actions	Develop accountability tool for ongoing reference.						Jan-Mar 2026	Project facilitator with support from core group	Facilitation supplies, meeting space (in person or virtual)	Accountability tool	Tool generated, frequency of references to it	Staff and member feedback	
	increases awareness of Indigenous-related topics among newcomers as well as facilitates meaningful connections and social cohesion between Indigenous Peoples, newcomers and	Support increased sense of belonging and connection among newcomers by fostering opportunities for positive newcomer-Mi'kmaw relationship building.	Support the meaningful engagement of Mi'kmaw partners in welcoming efforts (e.g. inclusion in Deputy Minister roundtables)		X		X	Objective 4.5	Ongoing. Deputy Minister roundtable dates TBC.	CBLIP staff and project core group	Staff and volunteer time	Meetings with Mi'kmaw participation	# new spaces where Mi'kmaw partners are engaged	Meeting notes	

[link to sample action plan](#)

SAMPLE TOOL: CBLIP EVALUATION PATHWAY GRAPHIC

Evaluation Pathway of the CBLIP



Continuous Learning Approach: We are responsible to the community we serve.

This visual captures why we evaluate and how we learn. For the CBLIP, this is part of the shared commitments of our theory of change. It is a collaborative approach to understanding whether we are accomplishing what we set out to accomplish.



**AND MORE
EXAMPLES**

BECAUSE THERE
ARE MANY PATHS
UP THIS
MOUNTAIN



Objective 1:
Engage diverse community
partners and institutions to
address newcomer needs

Number &
diversity of LIP
partners + IAT

Engagement
opportunities among
LIP partners + IAT
(type & level of
involvement)

Relevance of LIP
activities to
work

Increased awareness
of newcomer needs

Relevance of LIP
activities to
newcomer
needs

Value of LIP activities
in addressing
newcomer needs

Objective 2:
Strengthen community
capacity to foster newcomer
inclusion

Number of
events, resources
and programs
shared with LIP
partners

Number &
diversity of
learning and
networking
opportunities

Increased
awareness of
available
community
resources

Increased
awareness &
understanding
of building
inclusive
workplaces

Improved
access to tools
& resources

Gained new
skills &
confidence

Objective 3:
Increase opportunities for
community collaboration to
address newcomer needs

Number of
initiatives &
projects

Number &
diversity of
partners engaged
in initiatives &
projects

Increased ability
to apply
learnings to
their work

Increased
opportunities
for
collaboration
with other
service
providers

Increased
connections
with others

Increased
opportunities
to engage in
anti-racist
actions

Immigration Partnership Theory of Change (2020-2025)

IP Strategies

Council

1. Champion advocacy and engage elected officials, systems and policy leaders
2. Build awareness of the Immigration Partnership and beneficial impact of immigration
3. Lead collaborative learning and community education
4. Break down silos within the Partnership and the community for immigrant and community success

Settle

1. Develop communication tools and strategies to simplify service systems and pathways for immigrants
2. Brand "settlement" and drive collaboration and innovation within the sector
3. Leverage service providers and planning tables as effective immigrant supports through strong relationships and collaboration
4. Activate networks of private stakeholders in serving immigrants

Work

1. Develop campaigns and tools to market the value proposition and economic contribution of immigrants to employers
2. Foster cohesive service to employers and immigrant job-seekers across sectors and talent
3. Engage networks of employers to hire and retain immigrants
4. Collaborate with leaders and organizations (public, private and not-for-profit) leaders to foster immigrant attraction, employment and entrepreneurship

Belong

1. Build connections, capacity and civic engagement among ethno-cultural groups to increase immigrant influence in policy making and social connectedness
2. Work with municipalities and other public sector partners as leaders and advocates to strengthen immigrant welcoming, inclusion and engagement
3. Increase public support for immigration, and action to address racism, discrimination and foster immigrant belonging through campaigns and initiatives
4. Collaborate with systems and community tables and leaders

(See the [2020-2025 IP Community Action Plan](#) for additional strategy details)

Track descriptive impacts as well as high level outputs: # participating partners, # meetings enabling collaboration & mutual learning, events hosted, resources developed, information shared, reach of communication

Community Outcomes

- The community is increasingly aware of the value/strength of immigrants and the beneficial impact of immigration

Measure: General public and community leader awareness of the positive impact of immigration

- Policies and systems increasingly enhancing immigrant and community success

Measure: Partner perceptions that IP is a catalyst; community leader reflection of "whole of society" approach and immigrants as a strategic priority

- Services are increasingly responsive to the needs of immigrants

Measure: Immigrants' perception of successful settlement; partners serving newcomers report services are meeting needs of immigrants

- Immigrants are using a range of settlement and community services

Measure: Immigrants report good to excellent quality of services

- Employers are increasingly aware of the benefits of immigration and are more able to hire/retain immigrants

Measure: Employers awareness of benefits of immigration; employers report stronger skills/tools for hiring newcomers

- Immigrants are finding appropriate and desirable work

Measure: Immigrant employment rates by subgroup; immigrants report good to excellent quality of employment services

- The community is increasingly welcoming

Measure: Reported racism/discrimination; partner organizations with anti-racism policies; immigrant perceptions of a welcoming community; general public awareness of the positive impact of immigration

- Immigrants are connected and engaged in the community

Measure: Immigrants report engagement in a group, organization, or association; immigrant-reported rates of isolation; involvement on municipal councils/committees & boards of directors by immigrants

Partnership Outcomes

- IP is consistently seen as community-driven, responsive, collaborative, results-oriented

Measure: partners perceive that IP is focused on the critical issues for immigrants (in addition to other indicators for relevant outcomes)

- IP amplifies immigrant voices

Measure: Percent of participating partners that are immigrants

- IP consistently builds capacity and mutual learning

Measure: Partners/stakeholders report stronger skills and tools for welcoming and supporting newcomers

IP Goal

IP is creating conditions for immigrants to succeed and helping to build a welcoming and dynamic community

Measure: Immigrants' sense of belonging; immigrants' perception of successful settlement; partners'/leaders' perception IP is reaching this goal

Data & Performance Measurement Framework - Data will be collected regularly (typically annually or biannually) and used to realign and energize our plans and activities. We will seek to be aware of a broad range of data and ways to measure progress, but we will prioritize a focused number of primary indicators including the following:

- 16 strategies will be assessed using narrative approaches describing relevant activities and impacts of our work, in addition to 6 high-level outputs
- 8 community outcomes will be measured with 16 indicators covering the breadth of IP work, with 3 additional indicators measuring our internal processes and the expression of our values.
- progress toward our overall goal will be measured through 3 broader indicators

We will also regularly collect a wide range of data in 6 identified areas to assess current conditions and influences on our work, be attentive to emerging issues, and collect and share a range of data which highlights a balanced narrative of immigration.

Our research and data work will be grounded in equity and anti-racism including what and how data is collected, analyzed and reported. We will seek to disaggregate data to understand how experiences of specific groups differ and impacts are felt differently.



COMMUNITY PLAN 2025-2028

Hamilton is a **WELCOMING** community where newcomers have a positive **SETTLEMENT** experience and feel a sense of **BELONGING**.

What might make collaboration tough?	What might help?
not knowing where to find connections	• reaching out to NLS staff • attending Community of Practice sessions • sending messages on Basecamp and Settlenet.org • attending conferences!
limited staff time	• considering the potential time saved through collaborative efforts
language barriers	• more intentional strategies for connecting LIPs and RIF • advocacy for translation budgets
not finding the kinds of resources you need	• double check: are you sharing the resources you have yourself? what you've worked on may help someone else • connect with the experts to ask where to look

BARRIERS TO COLLABORATION - AND OVERCOMING THEM



WHERE TO GO FROM HERE?

- ongoing national conversations on evaluation
- keep sharing resources, attending COP session, etc.
- more LIP-RIF connection
- advocating for deeper recognition that collaboration takes time and holds immense value



CONTACT

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Question and Answer Session

You are requested:

- To raise your hand if you have a comment or question.
- To be precise with your comment or question to have an engaging discussion

Thank you

If you have any Questions, please contact
Sathya Gnaniah at the National LIP Secretariat

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Tel: 647-760-7894