

CIVICACTION DIVERSECITY FELLOWS LOGIC MODEL

INPUTS		OUTCOMES		
Activities	Participants	Short (6-12 months)	Medium (1-2 yrs)	Long Term (3-5 yrs)
<p>Program Delivery</p> <p>Deliver 12 months of engaging programming for Fellows that promotes inclusivity & diverse leadership through the following activities:</p> <ul style="list-style-type: none"> ➤ Monthly leadership development sessions/workshops. ➤ Facilitated mentor relationships with senior level mentors. ➤ Engaging in team city-building projects. ➤ Various exposure opportunities connecting Fellows to influencers and opportunities across the region. 	<p>25 fellows who are:</p> <ul style="list-style-type: none"> ➤ Up-and-coming civic-minded leaders in mid to senior management roles who are underrepresented in leadership roles (i.e. women, visible minorities, members of Aboriginal and LGBTQ communities, people with disabilities) from different sectors and parts of the region. ➤ Respected senior civic leaders that are committed to the growth and development of the next generation of leaders as mentors. 	<ul style="list-style-type: none"> ➤ A heightened level of curiosity about themselves, their views, and what it takes to be a civic leader (# of pivotal learning moments throughout program; # of moments where they felt vulnerable/challenged). ➤ A stronger and more diverse peer network to collaborate with (# of new relationships made throughout program). ➤ An increased understanding of topical city-building issues and the role they play in shaping the future of GTHA (level of understanding before vs. after program). ➤ An increased understanding of how stakeholders operate in the non-profit, public and private sectors (level of understanding before vs. after program). ➤ Team Project (# of volunteer hours invested in projects dedicated to shaping our communities). 	<ul style="list-style-type: none"> ➤ Increased involvement in their community (i.e. # of new volunteer/board opportunities before vs after program). ➤ A sense of belonging in the CivicAction network and the urge to give back to organization/network (likelihood to refer program; # of referrals; # of Fellows who volunteer with other CA-related initiatives). 	<ul style="list-style-type: none"> ➤ Increased number of Fellows in senior leadership roles (roles/titles before program vs. 5 years after program). ➤ Increased number of traditionally underrepresented people in senior leadership roles (# of visible minorities, Aboriginals LGBTQ, women in senior leadership roles).