

# Community Roundtable

*Building a More Vital Community Together*

March 16th, 2021

# A Message from your DG

Sylvia Martin-Laforge



# What we've been up to...

Consultation of and dialogue with organizations and stakeholders to move toward a strategic development plan for Quebec's English-speaking community

This has allowed us to :

- Develop a shared understanding of what communities need for vitality
- Start building consensus with organizations and stakeholders by focusing on common challenges to community vitality

# Community Outreach & Engagement

Riley Dalys-Fine



# Community Mobilization Strategy

## GOAL

Increased Community Vitality

## OBJECTIVE

Implement Strategic Plan

On Dec. 1 we spoke about an optimal model for consultation which was: *accessible, inclusive* and *responsive* to the needs of stakeholders.

# Sector Profiles and Policy Gaps

**Are decision processes used to fund organizations, programs and services allowing for funds to be distributed equitably to the ESC?**

- Restrictive funding criteria is not in tune with needs
- Funding is increasingly available for projects whereas core funding is required
- Resources are not available for essential services in many sectors

**Is the English-speaking community effectively represented at a decision-making level in this sector?**

- Under-representation in Quebec Civil Service
- Community has representation via certain structures but lack influence
- As interlocutor, QCGN has a responsibility to represent the community to decision-makers.

**Are the unique needs of the English-speaking community properly accounted for in the legislative, regulatory and policy frameworks in this sector?**

- Language laws can have indirect impact on service access
- Legislation is not sufficiently adapted to regional disparities
- Legislation is often not designed with ESC needs being taken into account.

**Is there adequate data being used to develop and evaluate public policy in this sector?**

- Access to data is restricted due to cost and other access issues
- Need for stronger empirical data
- Strategic areas identified where databases need to be built

# A Community of Communities

- The English-speaking community of Quebec is more and more a community of communities, all of whose needs must be addressed across all sectors.
- The needs of English speakers who are women, BIPOC, LGBTQ, youth, seniors, newcomers, belonging to religious and cultural groups and living in urban and rural communities are impacted within each of the four policy gaps.

# Strategic Community Initiatives

Sabrina Taran





# What we're focusing on now...

- How do we work together and mobilize the community to implement a 5-year strategic community development plan?
- When participants were asked, at the September 2020 Forum, if they thought that organizations could work collectively to develop a strategic plan they spoke of :

“Regular networking and participation in consultation tables with a focus on setting priorities, rather than sharing information.”

**Community Roundtable Program**  
**March 16th, 2021 (1:00 pm to 4:00 pm)**

**Welcome**

- A message from your DG, Sylvia Martin-Laforge
- Today's arrangement
- *Tour de table*

**Workshop on Organizational Dynamics**

- Presentation of concepts
- Self-evaluation and reflection

**Structured Networking Session**

**What could be next ?**

- Permanent roundtables focused on building community cohesiveness, networking, and capacity-building for organizations (via trainings, workshops, useful tools, management solutions, etc.)
- Address biggest challenges identified in the consultation process and monitor progress
- Sectorial tables to drive the creation of position papers and oversee implementation

**Closing remarks**

# The 5 Habits of Community Cohesion



Community  
Cohesion



# Openness and Vulnerability-Based Trust

The ability to keep an open mind and accord good intentions to the behaviors and attitudes of others; genuinely believing that they are doing their best ...  
just like yourself!



# Maintain Debates of Ideas

Participating in discussions with the ultimate goal of finding the best possible solution. Having the ability to maintain focus on the ideas in question. Essentially, the debate is about getting more clarity and understanding, not “winning”.



# Ensure Clarity and Commitment

Being on the same page and clearly knowing the reasons behind the decisions in order to commit to them. Contributing to the progress of collective initiatives by linking your initiatives with community goals.



# **Tell it Like it is and Hold Each Other Accountable**

Speaking to each other directly and quickly about issues; avoid hallway discussions and politics. Keep the success of initiatives and individuals in mind.



# Focus on Collective Results

Collaborate to achieve common results more quickly and effectively for the good of the community.





# *Tour de table*

1. My name:
2. My organization:
3. My biggest challenge right now (1 word):

# The 3 Building Blocks of Organisational Dynamics

How will we succeed?

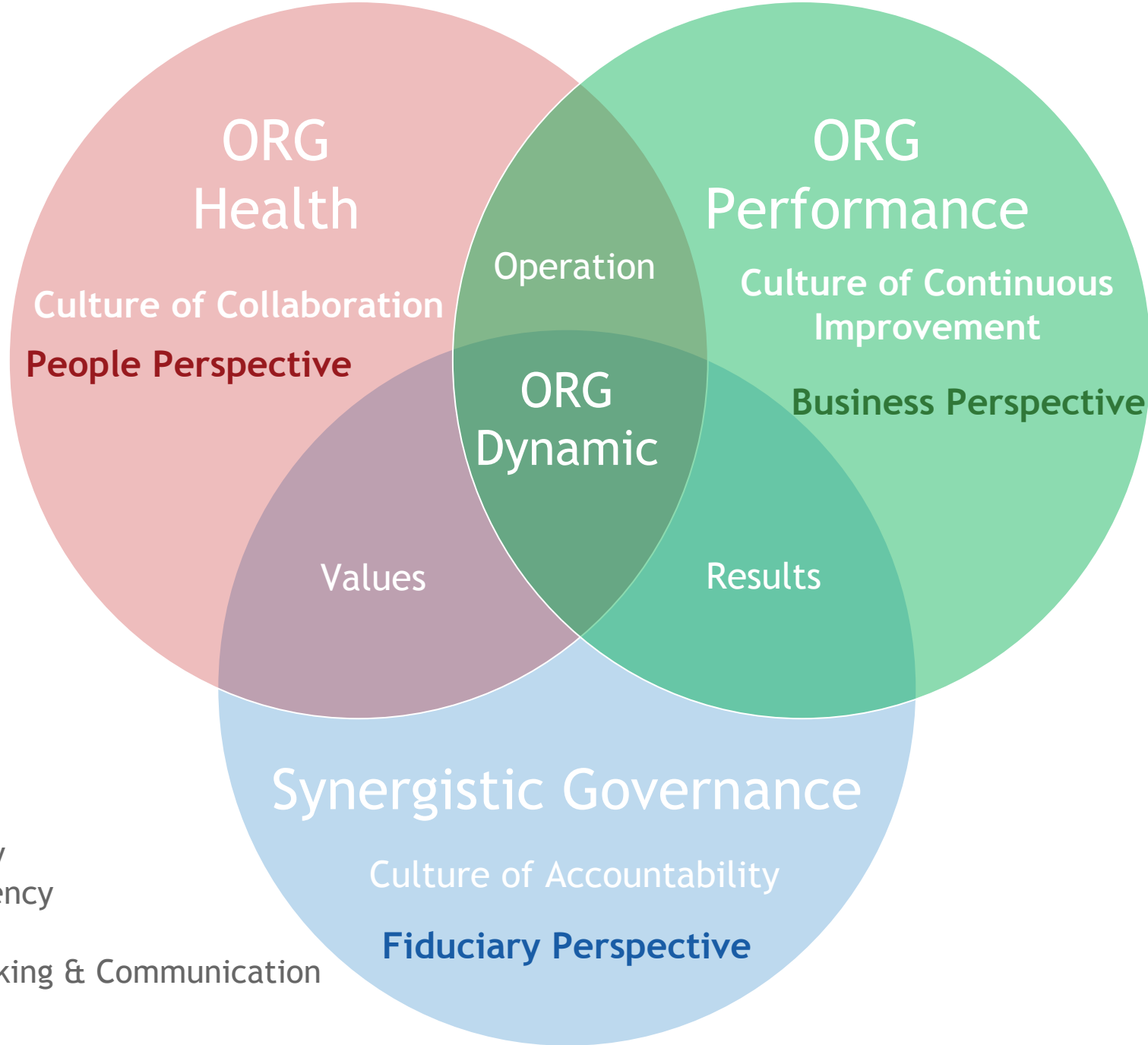


# The Three Building Blocks of Organisational Dynamics

- Organisational Health (Collaboration among people)
- Organisational Performance (Continuous improvement of programs and services)
- Synergistic Governance (Accountability and duty of care)



1. Team Cohesiveness
2. Operational Clarity
3. Over Communicate
4. Alignment
5. Effective Meeting Structure



1. Be SMART
2. ORG Listening
3. Remain relevant
4. Aim for excellence
5. Be visible
6. Sell what you do

1. Team Cohesiveness
2. Organizational Clarity
3. Efficiency & Competency
4. Vigilance & Diligence
5. Consultation, networking & Communication



# Ensuring Organisational Health

- Build team cohesiveness
- Create clarity on expectations
- Over communicate clarity
- Ensure alignment
- Apply effective meeting structures



# To Ensure Organisational Performance You Must...

1. Have ambition (Establish SMART Goals)
2. Listen (Consult your clients)
3. Remain relevant (Innovate, learn and develop)
4. Aim for excellence (Ensure quality and efficiency)
5. Be visible (Communicate)
6. Sell (Develop your markets)



# Ensuring Synergistic Governance

1. Cultivate board cohesiveness (Collaboration among board members)
2. Ensure organisational clarity (Clear strategic plan)
3. Maintain a high level of efficiency and competency (Common understanding of governance model and organisation)
4. Practice diligence and vigilance (Monitor results)
5. Consult, communicate and bridge the gap with the community (Engage stakeholders)



# Three Questions For Today

1. Which sphere is most developed, in your organization?
2. Which sphere do we need to work on?
3. What could you start doing, in the coming days, to start improving your organization's dynamic?





# Structured Networking Session

1. What's going well in your organization, at the moment?
2. What do people not know about you or your organization that might surprise them?
3. What type of information, support, or partnership are you looking for from your colleagues in the network regarding the topic you identified when you registered for this event?

# What Could be Next?

- Permanent roundtables focused on building community cohesiveness, networking and capacity-building for organizations
- Address biggest challenges identified in the consultation process and monitor progress
- Sectorial tables to drive the creation of position papers and oversee implementation

# Closing Remarks