



The Social & Non-Profit Agenda

David Hay

Director, Family Network

Presentation to VON Canada
Toronto, Ontario

March 8, 2005

F A M I L Y N E T W O R K



Background

- This presentation was for VON Canada at their Education and Reflection Retreat on March 8, 2005, in Toronto.



Canadian Policy Research Networks

- Who are we?
- What do we do?
 - Networks: Family, Work, Health, Public Involvement
 - Family Network
 - *Research*: Cities and Communities, Family Policy, Governance and Accountability
 - *Resources*: Diversity Gateway, Kids Canada, Urban Nexus, E-Network
 - *Public Affairs and Outreach*

F A M I L Y N E T W O R K



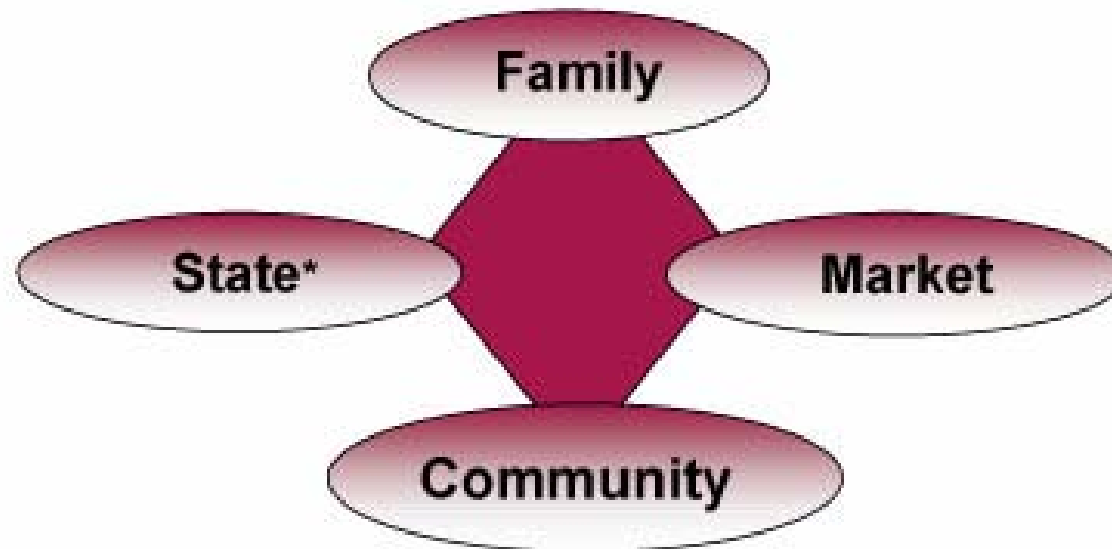
Community Well-Being

- What do we know about achieving community well-being?
 - WHO: Well-Being and the Responsibility Mix
 - WHAT: Determinants of Population Health
 - WHERE: Place Matters
 - WHEN: All the Time
 - WHY: Canadian Values
 - HOW: Governance Matters



Well-Being and the Responsibility Mix

The Well-being Diamond



*State includes governments (federal, provincial, territorial and municipal) and core public services such as education and health care.

F A M I L Y N E T W O R K



Determinants of Population Health

- Romanow's Tips

- Don't be poor
- Get an education
- Pick your community
- Be active
- Get a good start in life
- Get a job
- Live in good quality housing
- Eat well

- And more

- Culture
- Peace
- Environment
- Safety



Place Matters

- Access to local knowledge and networks
- Where problems, and innovations, originate
- Variations of local experience means one-size *doesn't* fit all
- Policy and programs have to be responsive to a community's character



Foundation of Canadian Values

- Sharing
- Caring
- Respect
- Accountability
- Truth (and its plurality)
- Fairness
- Responsibility
- Engagement
- Diversity (e.g., culture, religion, lifestyle)

F A M I L Y N E T W O R K



A Challenging Process

- Achieving well-being involves an ongoing, very dynamic and very challenging process of knowledge development, understanding and implementation
- In other words: We have to keep working on attaining well-being, all the time ...



Governance Matters

- Working together
- Ensuring coherence in policy and programs
- Centralized *and* decentralized government doesn't work – collaborative governance is required
- Enhanced governance necessary to foster dialogue and build trust



Challenges We Face

- Life is changing
 - Changing demographics (kids, seniors, immigrants)
 - Women's labour force participation
 - Work / life balance
 - Family instability
- Where's the money?
 - Globalization and competition
 - Knowledge- and service-based economy
 - Vulnerable workers and inequality



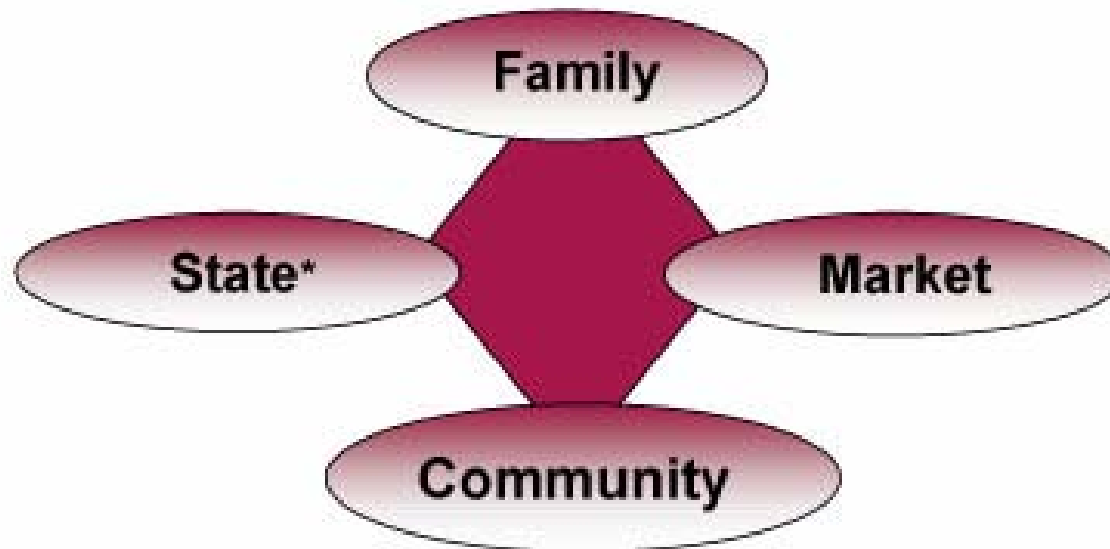
Opportunities

- Tremendous learning from abundant community social and economic development activities
- Power of information sharing and information management
- Federal government
- Provincial government
- Municipal government
- Markets



Well-Being and the Community Role

The Well-being Diamond



*State includes governments (federal, provincial, territorial and municipal) and core public services such as education and health care.

F A M I L Y N E T W O R K



Mapping the Non-Profit Sector (1)

- Around 65,000 non-profit organizations with at least one paid staff member
- Around 100,000 organizations without paid staff
- Around 2 million employees in the sector



Mapping the Non-Profit Sector (2)

- Around 75% of non-profit and for-profit organizations are small with less than 10 employees
- Around 50% of employees in non-profit organizations work in firms with more than 50 employees



Mapping the Non-Profit Sector (3)

- Around 75% of non-profit sector employees are women – this compares to less than 50% in the private sector
- This concentration of women is even higher for employees in health, education and social services
- Implications for human resources and management – e.g. flexibility for child and family care arrangements



Mapping the Non-Profit Sector (4)

- Around 26% of employees are 35 years of age or younger; 39% are 45 years or older
- Educational levels are relatively high – 30% of non-profit sector employees have a university degree, compared to 15% of employees in the for-profit sector
- Around one-third of non-profit sector employees are in professional occupations, compared to 10% in for-profit firms



Mapping the Non-Profit Sector (5)

Human Resource Implications

- Employees are motivated: commitment to cause, sense of duty, values
- Quality jobs, good pay and benefits, good working conditions and terms of employment still important!
- Increasing competition for skilled workers given demographic trends



Non-Profits and Social Innovation

Opportunities for Leadership

- History of contribution to community well-being
- Experience and knowledge of the local community
- Flexible and creative
- Responsive and entrepreneurial
- Holistic approach

F A M I L Y N E T W O R K



Non-Profits and Social Innovation

Challenges to Performance

- Funding regimes
- Reporting requirements
- Risk capital – infrastructure and capacity building
- Regulatory regimes



Non-Profits and Social Innovation

Mutually Supportive Relationships

- Get it right:
 - funding structure
 - funding mix
- Efficient and effective
- Accountable for results
- Performance



So, What Do We Know?

- A solid understanding of community well-being – what it is and how to achieve it
- But, challenges abound
- As do opportunities

What Don't We Know?

- Who we're going to meet tomorrow
- What we're going to do



What to Do?

- Finding the balance, the resources and the supports for dynamic community engagement, shared learning and a commitment and ability to change



For Reference

- Bradford, N. 2005. *Place-based Public Policy: Towards a New Urban and Community Agenda for Canada*. Ottawa: CPRN.
- Canadian Population Health Initiative. 2004. *Improving the Health of Canadians*. Ottawa: CIHI.
- Goldenberg, M. 2004. *Social Innovation in Canada*. Ottawa: CPRN.
- Hay, D. 2005. *Housing, Horizontality and Social Policy*. Ottawa: CPRN.
- Jenson, J. 2004. *Canada's New Social Risks: Directions for a New Social Architecture*. Ottawa: CPRN.
- McMullen, K. and G. Schellenberg. 2002. *Mapping the Non-Profit Sector*. Ottawa: CPRN.





For additional information:

<http://www.cprn.org>

e-mail: family@cprn.org

Join our weekly news service:

<http://e-network.ca>

DOCS 35112

F A M I L Y N E T W O R K

