

We want a better, fairer G21 community. To help, we will bring people and organisations together to tackle challenges, while advocating and rallying the community to support change. We will imagine and progress new ideas and help and support community organisations who work on the frontline. Our Theory of Change shows how we will work.

The Give Where You Live Foundation uses all our energy and resources, in partnership with community, so that all people and all places thrive.

**THIS HAPPENS WHEN ALL PEOPLE HAVE...**

- + Increased learning opportunities and educational attainment
- + Increased access to, readiness for, and retention of quality employment
- + Increased support to reduce life inhibiting crises

**AND WHEN PLACES ARE SUPPORTED TO...**

- + Build social capital and support people to shape their own community
- + Enable and catalyse the social economy and community wealth building

**WE DO THIS BY...**

Investing in and supporting local organisations, programs and initiatives



- + Funding and building the capacity of community partners
- + Investing in strategic change initiatives
- + Developing, catalysing and seed funding new ideas

Convening, connecting and creating strategic and effective solutions



- + Bringing people and organisations together and aligning effort behind common change agendas
- + Creating, collecting and sharing evidence to identify collective solutions
- + Connecting, reflecting and learning from our work and the work of our partners
- + Supporting co-design approaches that ensure those with lived experience inform solutions

Building resources and raising awareness



- + Engaging existing and growing new generations of donors and partners
- + Raising awareness and elevating civil society voice
- + Leveraging other funding
- + Advocating with all levels of government on key issues, either directly or through community partners

**WHICH WILL CONTRIBUTE TOWARDS...**



Increased capacity of partners and initiatives to implement effective solutions



Building knowledge, skills and evidence of what works



Creating effective networks and partnerships that focus on better solutions and outcomes



Influencing changes to policy/ access related to key issues/ services



Changing public opinion and local narrative



Increasing support and resources

The work of the Give Where You Live Foundation seeks to focus intentionally on ensuring that all people and all places within our community have equitable opportunity to benefit from the growing prosperity of the region.

The Give Where You Live Foundation understands that ensuring that people and places are able to access opportunities requires a range of approaches that can address the intertwined issues that create barriers for people across their life course.

The solutions are not simple, so the Give Where You Live Foundation has developed a Theory of Change that focusses not only on grantmaking, but on ensuring that we use all of our resources to create positive change and to seek to contribute towards outcomes that can transform our community.

Our Theory of Change does not seek to specify the exact steps required to achieve these outcomes, rather it seeks to demonstrate the varied roles we might play to create change.

“ Shifting the multiples conditions that hold problems in place, this can be changing policies, practices, resource flows, relationships, power dynamics and mental modes

– The Water of Systems Change, John Kania, Mark Kramer, Peter Senge, June 2018

#### + INCREASED LEARNING OPPORTUNITIES AND EDUCATIONAL ATTAINMENT

In Australia research has consistently highlighted the links between education, school completion, and positive outcomes in a range of life indicators — from health, to employment, to housing stability. According to recent research:

The research shows a clear and persistent relationship between socio-economic status and educational outcomes in Australia across all the milestones. While Australia’s highest-achieving students are among the best in the world, the vast differences in educational opportunity across socio-economic groups challenge Australia’s claims of an education system that is fair and competitive by international standards. Socio-economic disadvantage has a greater impact on educational opportunity than any other factor...

Differences in outcomes are compounded by differences in access to educational services. Socio-economically dis-advantaged students attend fewer hours of early childhood education, have lower attendance at school, are more likely to leave school early, and are less likely to go to university. The effects of socio-economic disadvantage persist well beyond school, reflected in higher chances of not finding full-time work and not being in education and training.” Educational Opportunities in Australia, The Mitchell Institute, 2015

#### + INCREASED ACCESS TO, READINESS FOR AND RETENTION OF QUALITY EMPLOYMENT

Quality employment is both sustainable and sustaining. It needs to ensure a living wage, good working conditions, opportunities for training and progression and a level of certainty for future work, in order for employment to be able to create a pathway out of disadvantage.

The strong relationship between unemployment and disadvantage is well established in economic and social policy research. Further, employment has been shown to offer a significant pathway out of disadvantage, (though the journey may not be an easy one).

Employment is a key trigger for leaving disadvantage... But while paid employment can be a route out of a state of disadvantage, it does not guarantee an absence of recurrent disadvantage as some jobs, particularly low-skilled jobs, are low-paid and hours of available work not assured. Living in a job-poor household is experienced by more people, and appears to be more likely to be long term than joblessness.” Deep and Persistent Disadvantage in Australia, Australian Government, 2013

#### + INCREASED SUPPORT TO REDUCE LIFE INHIBITING CRISES

Life crisis, can relate to both acute and chronic life crisis, meaning that crisis can be both a short term change in circumstances as well as longer term prolonged situation that can have a significant and traumatic impact on a persons life. Responses therefore need to address both the immediate needs, as well as the longer term contributing factors — the need to meet immediate basic needs so people can survive, and build resilience so they can thrive.

Meeting basic economic needs like food, shelter, clothing and health care is essential for

“families to thrive. Likewise when families encounter a crisis such as domestic / family violence, mental illness or substance abuse, adequate services and supports need to be in place to provide stability, treatment and help for family members to get through the crisis.” Centre for Study of Social Policy, 2012. It is also the case that strong social and community connection can act as a protective factor when people are in crisis.

Being socially connected is not only influential for psychological and emotional well-being but is also has a significant and positive influence on physical well-being and overall longevity.” Loneliness & Social Isolation as Risk Factors for Mortality, Perspectives on Psychological Science, Holt-Lundstad et al., 2015

Whilst these outcomes are critical for ensuring that all people are given equitable opportunity to thrive in our community, we know that broader challenges exist which hold problems in place. The Give Where You Live Foundation therefore seeks to shift and change the conditions that contribute to creating positive and lasting change in our region.

#### + BUILD SOCIAL CAPITAL AND SUPPORT PEOPLE TO SHAPE THEIR OWN COMMUNITY

Positive change in places and in communities occur when people have a voice and are given the opportunity to engage, influence and drive the change they seek and value. A collaborative, long term approach is needed to create meaningful opportunity for community to represent their interests and to harness their strengths and aspirations to create change.

This requires the building of social capital and the creation of places, that leverages the strengths of community, and is driven by what they value and what brings them together. The creation of spaces which are accessible, connected, enjoyable, welcoming, and generate a sense of attachment and community. And supporting community to feel valued, connected and have greater control over what matters to them.

Social sector leaders “they should design and implement programs in ways that engage community members directly in the work of social change.” “Without such engagement, even the best programs—even programs backed by the most robust data—will not yield positive results, let alone lasting change.” Community Engagement Matters (Now More Than Ever), Stanford Social Innovation Review, Melody Barnes & Paul Schmitz, Spring 2016

#### + ENABLE AND CATALYSE THE SOCIAL ECONOMY AND COMMUNITY WEALTH BUILDING

We cannot expect equity and equality for all, if we also do not address the inequity and inequality of our economic systems. Solutions are needed which ensure inclusive economic growth and the shifting of wealth to those communities currently excluded.

By leveraging the spending power of businesses through social procurement and community wealth building initiatives, we can collectively ensure economic benefits flow more equitably across our region so that all people and places can thrive.

Community wealth building is about creating a fairer and sustainable economy. It is a people-centred approach to local economic development, which aims to place control into the hands of local people and redirect wealth back into local economies.” Community Wealth Building in Australia: A New Focus for Regional Economic Development, Patrick Fenshaw, May 2020.

If the Give Where You Live Foundation is to make a contribution to a fairer G21 community, then there is a need to do things differently, not just to make grants, but to work strategically to build the art and science of making a difference.

“ Tackling (complex) problems is an evolving art. They require thinking that is capable of grasping the big picture, including the interrelationships among the full range of causal factors underlying them. They often require broader, more collaborative and innovative approaches. This may result in the occasional failure or need for policy change or adjustment.

– Tackling Wicked Problems: A Public Policy Perspective, Australian Government, 2012