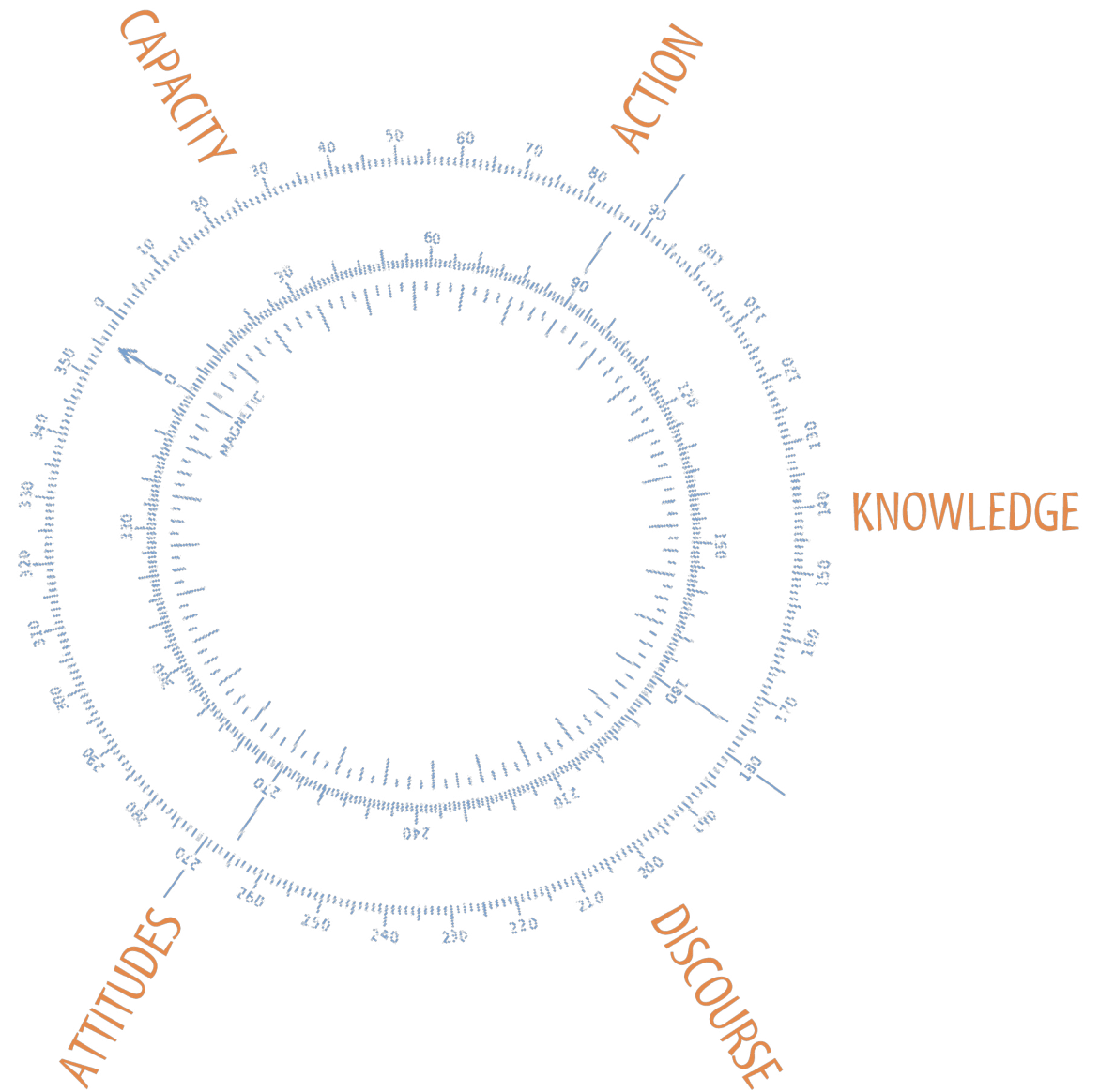


# Changes in CONDITIONS



# Are you working for CHANGES IN CONDITIONS?

*Changes in policies, systems, and conditions aim for lasting results.*

What difference do you want to make?



**Outcomes Related to:**

## **POLICIES/LEGISLATION**

Laws, practices, resolutions created to guide and determine decisions or actions

**For Example**

Policies are enacted to guide actions for fair treatment of people who are homeless.



**Outcomes Related to:**

## **CONDITIONS**

Existing social, civic, political, economic, physical circumstances. Although social and civic outcomes are often about improving negative conditions, they may also be directed toward upholding or further enhancing positive opportunities or conditions.

**For Example**

Veteran reentry services are improved to consider the whole person and family as well as community belonging.



**Outcomes Related to:**

## **SYSTEMS**

The combination of related policies, organizations, and structures that defines or effects how things work. Outcomes might relate to sectors such as government, education, criminal justice or cross-cutting social constructs as in systemic racism.

**For Example**

Local funders revise grant programs to address changing community demographics.



**Outcomes Related to:**

## **SOLUTION OR RESOLUTION**

Solving a problem or resolving a civic or social concern or conflict

**For Example**

The community finds resolution to divergent interests in the development of prime coastal property.



**Outcomes Related to:**

## **LEADERSHIP/STATUS**

Elected or voluntary positions of leadership within government institutions, civic organizations, or organizing efforts; as well as the relative power or standing of a group within a community or society

**For Example**

A pipeline is generating more diverse leadership for public boards and committees.

## What evidence or INDICATORS would you look for?

### ! Indicators of POLICY measure:

- proposal of policy
- support gathered
- passing or adoption
- funding
- implementation

### ! Indicators of CONDITIONS measure:

- degree of change
- remediation
- improvement or maintenance of a condition
- availability of resources
- increased, decreased, or new opportunities
- who has access to opportunity

### ! Indicators of SYSTEMS measure:

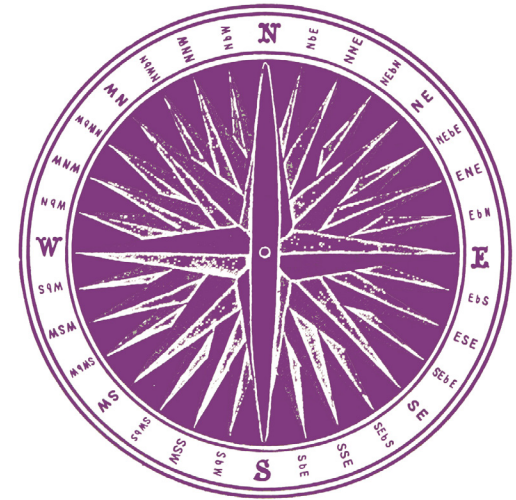
- restructured relationships and roles
- change in regulatory power
- shared priorities across systems
- revised practices or procedures

### ! Indicators of SOLUTION/RESOLUTION measure:

- plans or strategies that are developed for addressing the issue
- strategies implemented
- problem or priorities that are clarified, identified, averted, reduced, or eliminated

### ! Indicators of LEADERSHIP/STATUS measure:

- who holds leadership positions
- diversity of leadership
- new or improved leadership strategies
- effectiveness of leadership



# HOW TO Draft CONDITIONS Outcomes & Indicators

**DESCRIBE YOUR CREATIVE STRATEGY.** Then write the Outcome(s) that are important. Next, consider which general Types of Indicators are most relevant as evidence of change. Use these as a starting point to define the specific Indicators for your creative project.



**CREATIVE STRATEGY** – The City Transportation Department engages a local artist team to develop and implement creative community engagement strategies in order to learn what improvements in services are needed for populations most reliant on public transit.



## OUTCOME .....➔

**What are the intended outcomes?**

Identify policies and practices that will make the Department more accountable to underserved residents and effective in its services.



### Note!

Involve stakeholders such as youth, neighborhood groups, city leaders, etc. in defining outcomes and indicators that matter to them, so that program design and evaluation are meaningful and useful. For a tool to collect stakeholder input, click [here](#).



## TYPES OF INDICATORS .....➔

**Consider and check the most relevant indicators for the creative strategy.**

- restructured relationships and roles
- revised practices or procedures
- plans or strategies that are developed for addressing the issue



## INDICATORS

**What specific evidence to track or measure?**

- Transportation department staff roles are redefined to include more in-the-community engagement as well as involvement in problem solving.
- Rider's rights groups report improved communication with the City Transportation department
- The city establishes a paid role for an artist to continue with the department's official work.
- City integrates story circles to collect data about transit culture, public needs, and suggested improvements
- City begins plans with bus contractor to extend public transportation services to accommodate second and third shift workers

# Changes in CONDITIONS Worksheet

Changes in policies, systems, and conditions aim for lasting results.



Describe your creative strategy for increasing policies, systems, or conditions.

## POLICIES/LEGISLATION

Laws, practices, resolutions created to guide and determine decisions or actions



**YOUR OUTCOME** ...→

What are your intended outcomes?



**TYPES OF INDICATORS** ...→

Consider and check relevant indicators.



**YOUR INDICATORS**

What specifically will you track or measure?

- proposal of policy
- support gathered
- passing or adoption
- funding
- implementation

## CONDITIONS

Existing social, civic, political, economic, physical circumstances. Although social and civic outcomes are often about improving negative conditions, they may also be directed toward upholding or further enhancing positive opportunities or conditions.



**YOUR OUTCOME** ...→

What are your intended outcomes?



**TYPES OF INDICATORS** ...→

Consider and check relevant indicators.




**YOUR INDICATORS**

What specifically will you track or measure?

- degree of change
- remediation
- improvement or maintenance of a condition
- availability of resources
- increased, decreased, or new opportunities
- who has access to opportunity


## SYSTEMS

The combination of related policies, organizations, and structures that defines or effects how things work.

 <b>YOUR OUTCOME</b> ...▶ <b>!</b> <b>TYPES OF INDICATORS</b> ...▶ <b>!</b> <b>YOUR INDICATORS</b>		
<b>What are your intended outcomes?</b>	<b>Consider and check relevant indicators.</b> <ul style="list-style-type: none"><li><input type="checkbox"/> restructured relationships and roles</li><li><input type="checkbox"/> change in regulatory power</li><li><input type="checkbox"/> shared priorities across systems</li><li><input type="checkbox"/> revised practices or procedures</li></ul>	<b>What specifically will you track or measure?</b>


## SOLUTION/RESOLUTION

Solving a problem or resolving a civic or social concern or conflict

 <b>YOUR OUTCOME</b> ...▶ <b>!</b> <b>TYPES OF INDICATORS</b> ...▶ <b>!</b> <b>YOUR INDICATORS</b>		
<b>What are your intended outcomes?</b>	<b>Consider and check relevant indicators.</b> <ul style="list-style-type: none"><li><input type="checkbox"/> plans or strategies that are developed for addressing the issue</li><li><input type="checkbox"/> strategies implemented</li><li><input type="checkbox"/> problem or priorities that are clarified, identified, averted, reduced, or eliminated</li></ul>	<b>What specifically will you track or measure?</b>

## LEADERSHIP/STATUS

Elected or voluntary positions of leadership; as well as the relative power or standing of a group within a community or society

 <b>YOUR OUTCOME</b> ...▶ <b>!</b> <b>TYPES OF INDICATORS</b> ...▶ <b>!</b> <b>YOUR INDICATORS</b>		
<b>What are your intended outcomes?</b>	<b>Consider and check relevant indicators.</b> <ul style="list-style-type: none"><li><input type="checkbox"/> who holds leadership positions</li><li><input type="checkbox"/> diversity of leadership</li><li><input type="checkbox"/> new or improved leadership strategies</li><li><input type="checkbox"/> effectiveness of leadership</li></ul>	<b>What specifically will you track or measure?</b>