

Agenda

Introductions

Landscape of regional/national capacity-building opportunities

What is *capacity building*?

Capacity building present strengths, needs & aspirations

Approaches for effective learning and capacity building

Challenges and enabling conditions for sustainable capacity-building

A brief overview of OCIC's new capacity-building program

Next steps

Individual activity: reflect on guiding questions

Please take a moment to quietly reflect on the following questions...

1. Why and how does learning and capacity building take place within your organization?
2. Which capacities do you and your organization want to strengthen in order to realize your goals?
3. What would enable you/your organization to strengthen these capacities?
4. How might we work together to make this happen?

Who is in the room?



What is Spur Change?

The ***Spur Change*** program is a 5-year initiative funded by Global Affairs Canada, and managed by the Alberta Council for Global Cooperation on behalf of the Inter-Council Network of Provincial and Regional Councils for International Cooperation (ICN). OCIC is part of the ICN and a member of the Spur Change steering committee.



SPUR's Ultimate Outcome

The Spur Change program aims to increase the **effectiveness** of Canadian and local SMOs to deliver **sustainable results** in support of the Feminist International Assistance Policy (FIAP) and the SDGs.



SPUR's Intermediate Outcome

- **Increase the effectiveness** of Canadian SMOs to deliver sustainable results
- **Increase the engagement** of Canadian SMOs in international development
- **Increase the engagement of Canadians, particularly youth**, as global citizens in support of the FIAP and the SDGs.



OCIC's Inspiring Global Citizenship Initiative Ultimate Outcome

“Enhanced contribution of Canadians, especially youth, to Canada’s international development and key global issues in support to Canada’s Feminist International Policy action areas and the SDGs.”



OCIC's Inspiring Global Citizenship Initiative

Intermediate outcomes

1. Increased engagement of Canadians, especially youth, in international development and key global issues in support to Canada's Feminist International Policy (FIAP) action areas and the Sustainable Development Goals (SDGs).
2. Increased effectiveness of Canadian development partners to deliver innovative, inclusive programming that advances gender equality in support to FIAP action areas and the SDGs



Capacity Building



What does capacity building mean for you and your organization?

What images, sounds, feelings and words
come to mind?

A Definition of Capacity Building*

Means by which skills, experience, technical and management capacity are developed within an organizational structure.

It is often through the provision of technical assistance, short/long-term training, and specialist inputs.

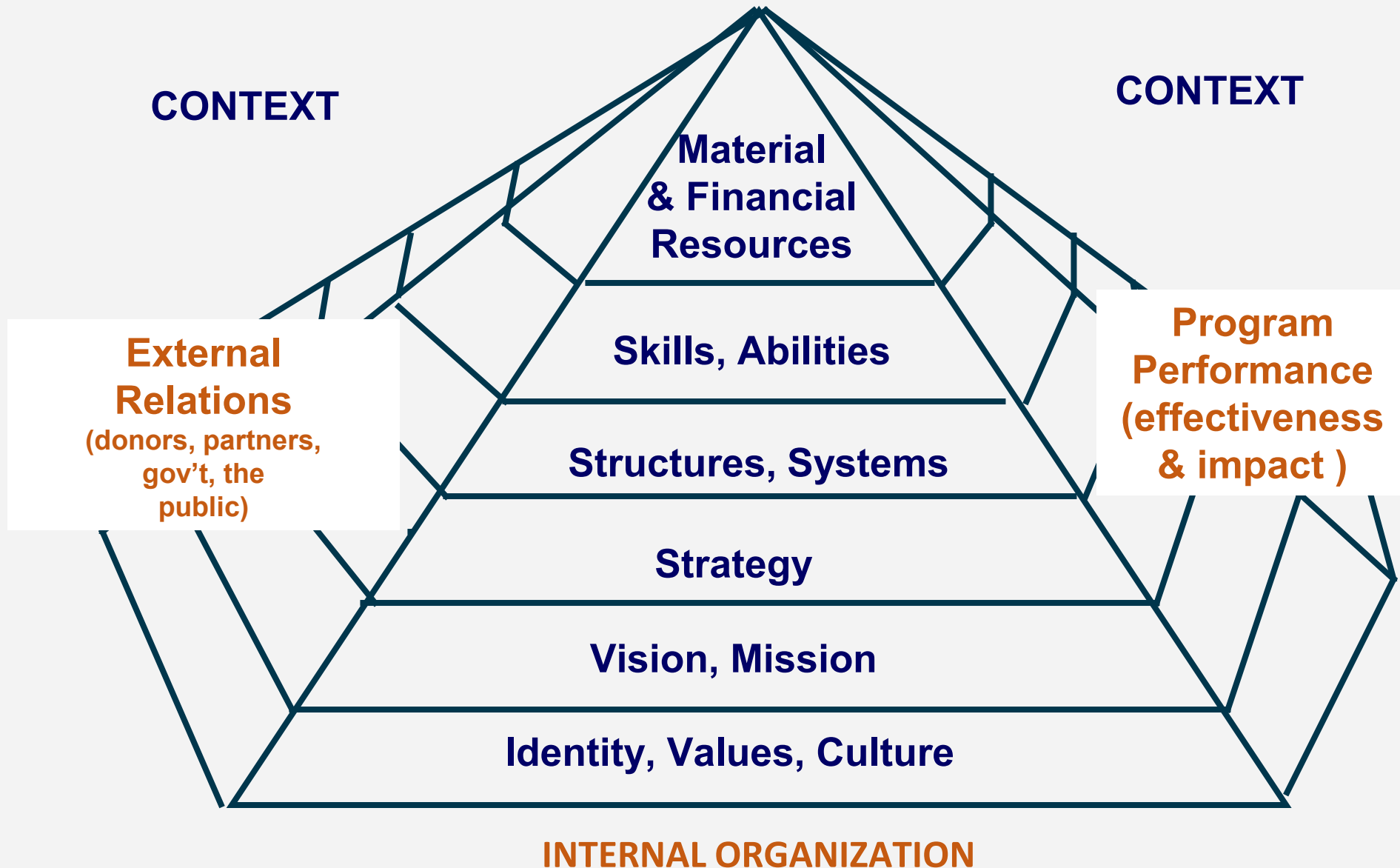
The process may involve the development of human, material and financial resources.

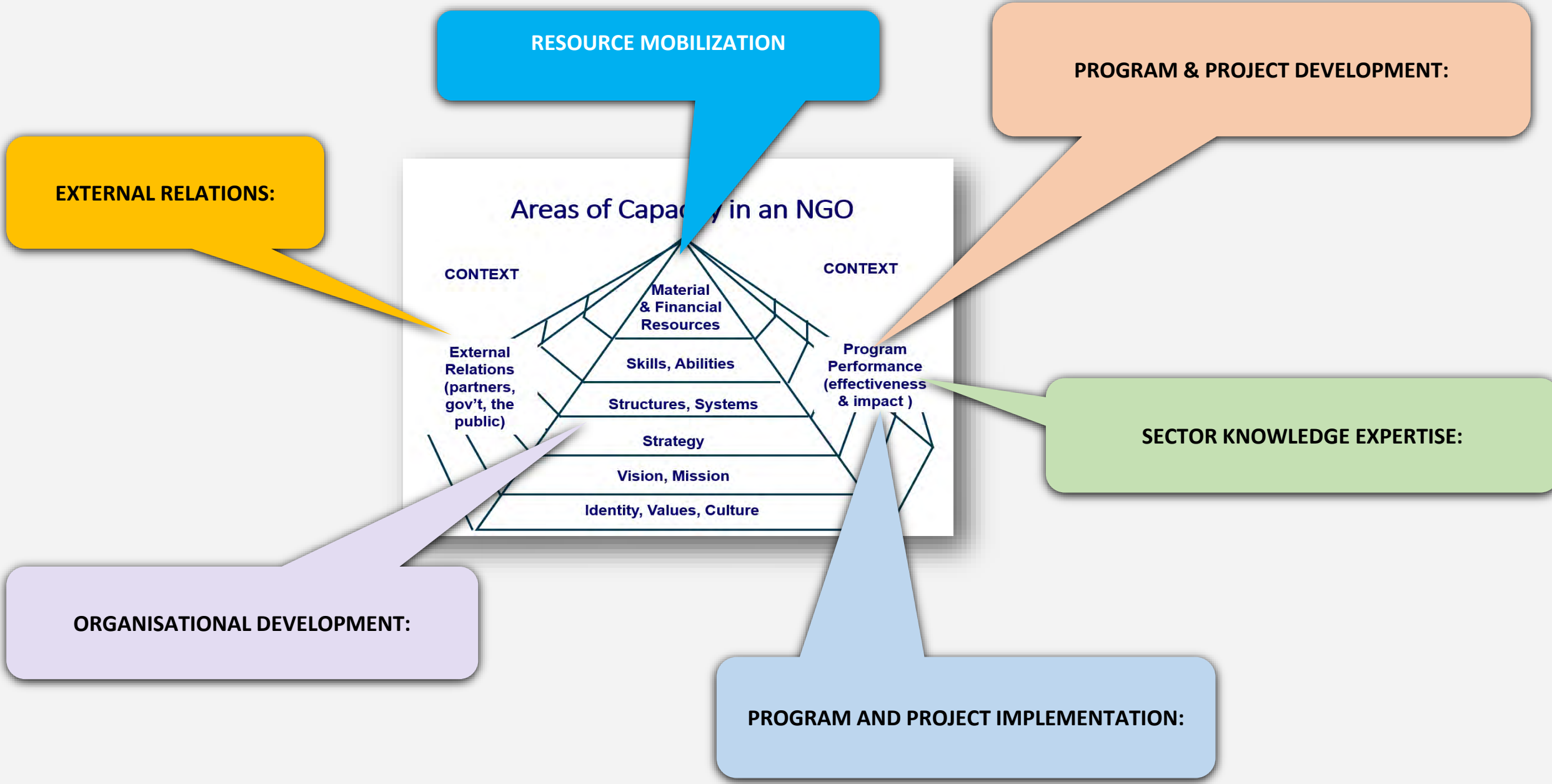
Does this definition resonate with you? Why or why not?

* OECD definition



Areas of Capacity of an NGO





EXTERNAL RELATIONS:

- Government relations
- Networking
- Donor relations
- Fundraising
- Stakeholders engagement
- Private sector and CSR
- Advocacy
- Public engagement & Global Citizenship

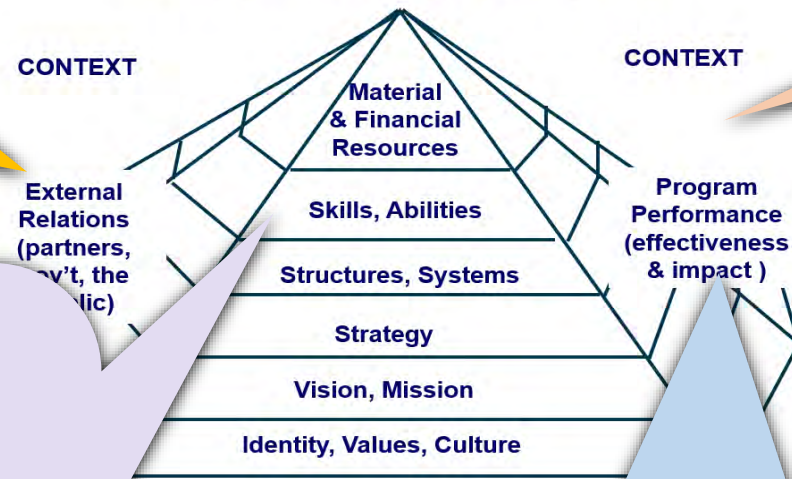
ORGANISATIONAL DEVELOPMENT:

- Governance and Board development
- Management
- Strategic planning
- Risk management
- Financial management
- Human resources management
- Security management
- PSEA and safeguarding policy
- Knowledge management & sharing
- Volunteer management
- Communications, IT & Social media
- Cross cultural communication

RESOURCE MOBILIZATION

- Fundraising
- Institutional funding (governments & multilateral)
- Innovative financing
- Corporate Social Responsibility (private sector)
- Volunteer mobilization (national and international)

Areas of Capacity in an NGO



PROGRAM AND PROJECT IMPLEMENTATION:

- Partnership development & management
- Project cycle management
- Monitoring, Evaluation and Learning
- Participatory approach & tools
- Rights based approach & Social inclusion
- Advocacy

PROGRAM & PROJECT DEVELOPMENT:

- Context analysis / Gender based analysis+
- Stakeholder analysis
- RBM: Theory of change, Logic Model & tools
- Proposal writing
- PIP development
- Grant management (contracts, M &E, Finance)
- Concept notes

SECTOR KNOWLEDGE EXPERTISE:

Emerging trends in:

- Education
- Health
- Economic development
- Natural resource management
- Youth employment and entrepreneurship

FIAP action areas:

- GE: Empowerment of women & girls
- Human dignity: health & nutrition, education
- Growth that works for everyone
- Environment and Climate Action
- Inclusive Governance
- Peace and Security

UN Sustainable Development Goals

Global Citizenship & Public Engagement

Small group discussions

- What causes you and your organization to seek out and engage in learning and capacity building opportunities;
- How have you gone about seeking and engaging in these opportunities in the past, and
- What have your experiences been like so far? (7-word stories of positive and negative experiences)



Mapping exercise

What are our present capacity areas of strength and the capacities/learning areas we want to strengthen in general, and, also more specifically with regards to achieving the following 3 desired outcomes:

- 1) Increased the effectiveness of Canadian and local SMOs to deliver sustainable results in support of the Feminist International Assistance Policy (FIAP) and the SDGs.
- 2) Increased engagement of Canadian SMOs in international development.
- 3) Increased engagement of Canadians, particularly youth, as global citizens in support of the FIAP and the SDGs.

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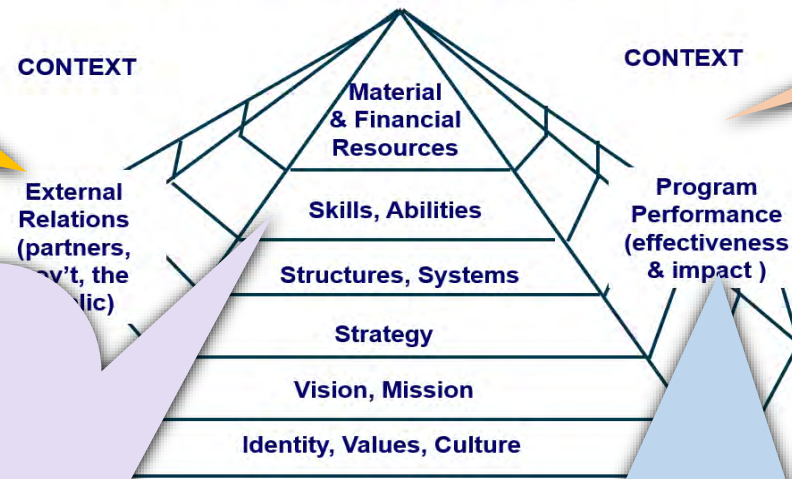
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Global Citizenship & Public Engagement

Learning Methods/Capacity Building Approaches

Which approaches work best for you and your organization?

What factors and conditions make it possible for individuals and organizations to seek out and engage in learning and capacity-building opportunities?

Approaches



From individual to organizational learning: challenges and enabling conditions

Where do you stand in these two statements...

- 1) In my experiences with capacity-building training opportunities for individual staff, the learning is shared within my organization.
- 2) The training resulted in strengthening both individual *and* organizational capacity.



Considering your organization's present areas of strengths; learning and capacity-building needs and aspirations...

What would need to be true for any learning & capacity-building opportunities offered over the next five years to ultimately increase the effectiveness of Canadian and local SMOs to deliver sustainable results in support of the Feminist International Assistance Policy (FIAP) and the SDGs.



Going forward...

How might we work together?

OCIC's Capacity-Building Program

A brief overview.

OCIC's 2019-23 capacity-building program foci

Thematic focus: Gender equality in support of FIAP action areas and the SDGs.

The new program's approach reflects a shift from a focus on:

- knowledge delivery to knowledge *exchange*;
- learning new *skills* to learning new *mindsets* and *methods*



OCIC's 2019-2023 Capacity Building Program Goals

OCIC seeks to help strengthen the capacity of

- Canadian CSOs to ***Design and deliver; Expand and evaluate programming*** towards advancing gender equality in support of FIAP action areas and the SDGs;
- Canadian CSOs and youth (ages 18-35) to ***impact advocacy and policy*** development with regards to these areas/goals;
- Canadian CSOs and youth to ***Adapt to present and future challenges*** with regards to FIAP action areas and the SDGs by ***Learning how to employ different methods, cultivate new mindsets, and engage in multi-sectoral dialogue.***

“Signature” OCIC community-engagement and learning initiatives

1. OCIC Gender Equality Hub
2. OCIC Youth PolicyMakers Hub
3. OCIC “Tapestry 2030” Storytelling Initiative
4. OCIC Innovation Labs
5. OCIC Knowledge Exchange and Learning Activities
6. Summer Institute on Community-Based Research with K4C Toronto
7. OCIC Global Citizens’ Forum 2020

**New communications strategy*: Actionable Communication Platform*



Ontario Council for
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EVALUATION

Questions/comments:

Kimberly Gibbons: kimberly@ocic.on.ca

Isabelle Kim: isabelle@ocic.on.ca