

## INTRODUCTION - WHAT IS BURNIE WORKS?

Burnie Works is a community collective making change in the areas of education, employment, justice, and child and family wellbeing.

The work we do is place-based and has emerged from issues and opportunities identified in the pataway / Burnie community and enables action with a large cast of stakeholders through working groups and community projects. The key focus areas for Burnie Works are linked to the Making Burnie 2030 Plan that was developed by the Burnie community in 2010.

Burnie Works has a Board, a systems leader and a backbone team who facilitate community participation, stakeholder engagement, communications, measurement evaluation and learning, and administration.

Over the past twelve months Burnie Works has continued to apply its theory of community change across the Burnie region and is observing evidence of both strengthening our way of working and changes to systems impacting on the lives of local residents. Collective impact is having an impact! **Read the full Impact Report on our website.**

## BURNIE WORKS BACKBONE TEAM FUNCTIONS

The primary function of the backbone team is to **enable** all in the system to participate and contribute their part in the shared vision for change. The team operates as a field catalyst and its core functions are illustrated in the diagram below.



# BURNIE WORKS THEORY OF COMMUNITY CHANGE

A theory of community change is a way to describe how a place-based collective impact initiative will contribute to creating the conditions for change to happen.

**Collective impact** is a network of community members, organisations and institutions who advance social impact by learning together and by aligning and integrating their actions to achieve population and systems level change.

**Systems thinking** uses a holistic way to investigate the factors and relationships that contribute to outcomes. It provides an understanding of how individuals might work together in different types of ways, and through that understanding create the best possible processes to accomplish just about anything.

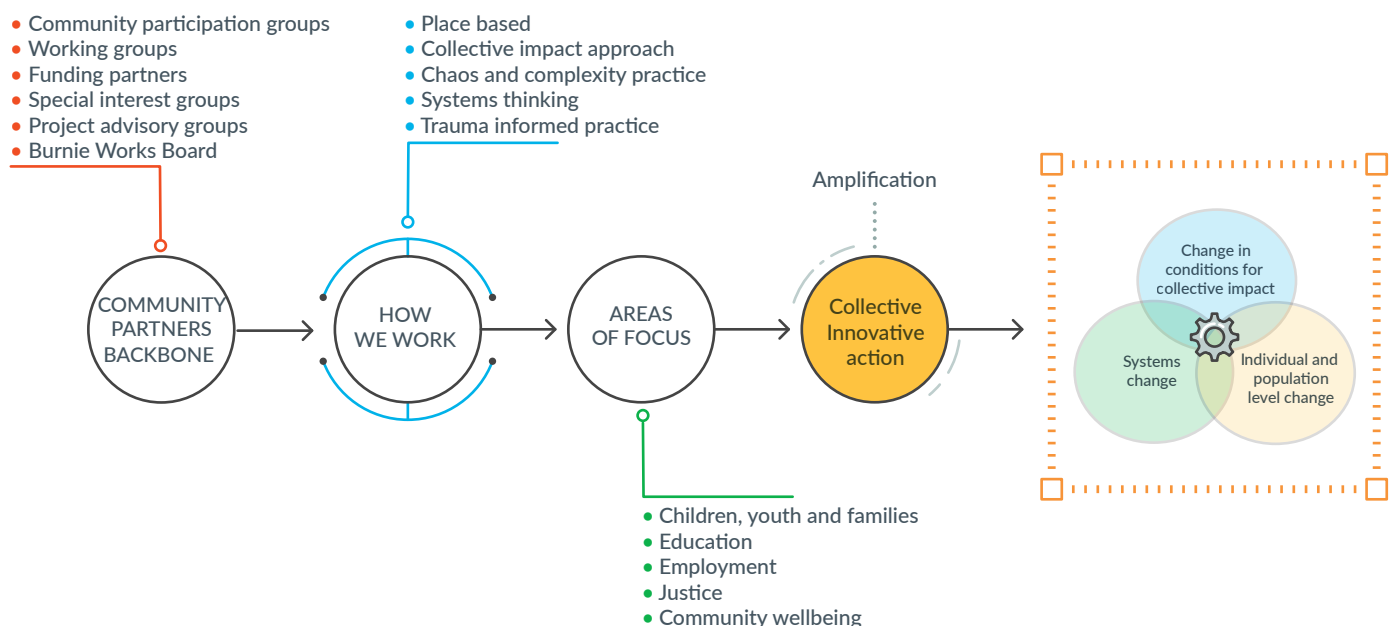
**Place-based practice** recognises that every community is different, and that functions which are performed effectively at a local level should be led and controlled by the community.

**Chaos and complexity practice** understands that we do not always have all the knowledge or understanding of what is creating an issue and that the causes and effects are not always clear. It also recognises that we are often working within chaotic situations, often prolonged and under extreme stress and pressure.

**Trauma informed approaches** recognise that individuals, groups, organisations and systems can be deeply impacted by trauma, and that the effects of trauma can be passed between people within a system. It also recognises that the abuse of power in a system can be a significant cause of trauma.

A key aspect of our theory of change is that we aim to produce **collective innovative actions**. We expect these actions to amplify the work already being undertaken, although at times innovative action may be something entirely new.

## The Burnie Works Theory of Community Change



## PARTICIPANTS

Burnie Works continues to expand and strengthen its local network through the input of community members and the work undertaken by service providers, businesses, and other partners to support Burnie Works initiatives.

However, the past twelve months has also seen the development of stronger networks with partners external to the local community who are critical to the success of place-based work and particularly the work of systems change. These partners include funders, government agencies, the leadership of non-government organisations, universities and intermediaries supporting place-based collaboration.

These external partners are assisting in the provision and analysis of data, research and evaluation, policy and investment responses to support place-based collaboration, and community and team capacity building.



Participants, businesses and attendees of Burnie Works activities.

## SUMMARY OF CASE STUDIES

As we practice and learn more about the role of facilitating community change, we continually ask “would this have occurred without us”? The below case studies demonstrate that Burnie Works consistently brings people together, using its extensive networks of parents, families, young people and service providers – drawing upon existing relationships and seeking new ones. It connected, facilitated, co designed, sought seed funding, undertook project management, facilitated advocacy and hosted, implemented and promoted many of the events, workshops and initiatives listed below.

### **The Premier’s Child Youth Wellbeing Strategy** – read the full case study

Burnie Works facilitated a community wide response to the Tasmanian Government’s Child Youth Well-Being Strategy, and we look forward to continuing to strengthen this relationship for the benefit of both Burnie and the wider Tasmanian community.

### **Neighbour Day** – read the full case study

Neighbour Day promotes our liveable, vibrant and healthy places as well as greater social connectedness. Drawing on existing relationships, Burnie Works connected, communicated and hosted a Neighbour Day event.

### **Harmony Week and IDAHOBIT** – read the full case study

Burnie Works connected groups and people to enable the co design and implementation of these events. The youth-led messaging supported community-wide exposure to IDAHOBIT, increasing community allyship for the LGBTQBTIA+ community. Burnie Works established a community wide relationship with Migrant Resource Centre which enabled plans for future events and support.

### **University First 1,000 Days** – read the full case study

The Burnie First 1,000 Days initiative is a community-led idea to move beyond hoping families facing challenges swim and don’t sink by creating a learning pathway for the whole community to better understand how to have a healthy start in life. Burnie Works provided facilitation, introductions, and connection between local and external stakeholders to bring about a collaborative working team.

### **Justice** – read the full case study

Burnie Works created a Justice Working Group, has hosted workshops and is facilitating an ongoing advocacy role. The group’s contribution to Government consultation processes is aimed at changing policies that impact negatively on young people in the justice system.

### **Education Readiness for Learning** – read the full case study

Books in Homes is building community awareness of the importance of reading outside of school. The project links the Burnie Library, Child Family Learning Centre and schools running Launching into Learning. Burnie Works provided seed funding and facilitates meetings and coordinates the ordering, administrative and learning processes.

### **Education Aspiration** – read the full case study

The community plan is being brought to life by a networked and collaborative response across all learning touch points for families and employers. Burnie Works provided significant support to the BIG Education Committee, a coalition of education, community, business, and industry members, takes up the challenge of making this happen.

### **Employment** – read the full case study

An exciting development in the past year was the invitation for Burnie Works to host the North-West and West Coast Regional Jobs Hub. West North West Working was born enabling us with the opportunity to test our place based collective Impact approach and theory of change across a number of new and different communities.

### **Community Knowledge Collector Project** – read the full case study

Embedding strategic and shared learning is one of the five conditions that enable collective impact At Burnie Works we have spent the last eighteen months learning, listening, and testing how we can best support information collection and shared learning across the community focus areas.

# BURNIE WORKS



## Funding Partners

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