

2024 ANNUAL REPORT



TAMARACK INSTITUTE 2024 ANNUAL REPORT

The Tamarack Institute is proud to report our 2024 impacts across three dimensions: people, place, and policy.

PEOPLE

We catalyze a global network of learners, helping them build skills, relationships, and capacities to create communities where everyone can thrive.

Throughout 2024, we grew our network of people learning and building skills together.

We hosted webinars to explore the latest thinking and practices. By responding to learners' questions with further questions, conversations, and stories, we uncovered topics that helped them see new possibilities and overcome obstacles.

37,342 people are actively learning with Tamarack.

More than 5,602 people from across the world attended webinars.

Our network's top webinars of 2024

1. Advancements on Basic Income in Canada
2. Building Communities That Create a Sense of Belonging
3. Social & technical Barriers to Climate Action Implementation
4. Homelessness and Belonging in Canada
5. Navigating Multiple Crises: Reflecting on the Role of Systemic Mediation for Transformative Change

We shared resources, lessons learned, and tools to make changemaking easier and more effective. These resources are free and grounded in the experiences of communities and changemakers.

Key themes included collaborating in ways that centre equity, involve healthy collective leadership, are resilient, and ensure that people who are the closest to issues can lead and make decisions.

Our resources were downloaded more than 154,000 times.

Our network's top resources of 2024

1. GUIDE | 10: A Guide for Advancing Climate Equity Through Place-Based Collaboration
2. TOOL | Building an Accountability Matrix to Guide Your Collaboration
3. 10: A Guide for Building a Sustainable and Resilient Collaboration
4. GUIDE | Asset-Based Community Development at a Glance
5. Collaborative Leadership and Governance Resource Series

"We have been big fans of Tamarack Institute since starting our work, having adapted many pieces from the paper you published on community led approaches to guide our frameworks. Your work was integral helping us set up some of our thinking around power building." Cesar Aleman

We provided focused and customized supports through workshops and courses, coaching, communities of practice, and cohorts.

Launched in 2024, the Systems Transformer Cohort brought together individuals who experience othering and unbelonging. This group fosters camaraderie, enabling vulnerable story-sharing and equity-led learning and action.

1,253 learners attended workshops and courses this year.

Our network's top workshops of 2024

1. Engagefest, Tamarack's annual learning event
2. Community Engagement: Debate to Dialogue
3. Turf, Trust, and Collaboration
4. Asset-Based Community Development
5. Developing your Collaboration Impact Story
6. Changemaker Experience 2024

My experience with the Tamarack Changemaker Experience has been incredibly enriching and transformative. The support and resources offered by Tamarack have enabled me to develop and refine my skills as a changemaker, and the sense of community within the program has been truly inspiring."

– Fatoumatta Camara, 2024 Changemaker Cohort Participant

Tamarack's team of consulting directors worked 1-on-1 with people and communities to affect individual, community, or systems changes. We were thrilled to partner with municipal, county, provincial, territorial and federal government, with universities, with place-based collaboratives, with grassroots community organizations, and with community foundations, corporations, and public and private foundations.

Consulting project highlights

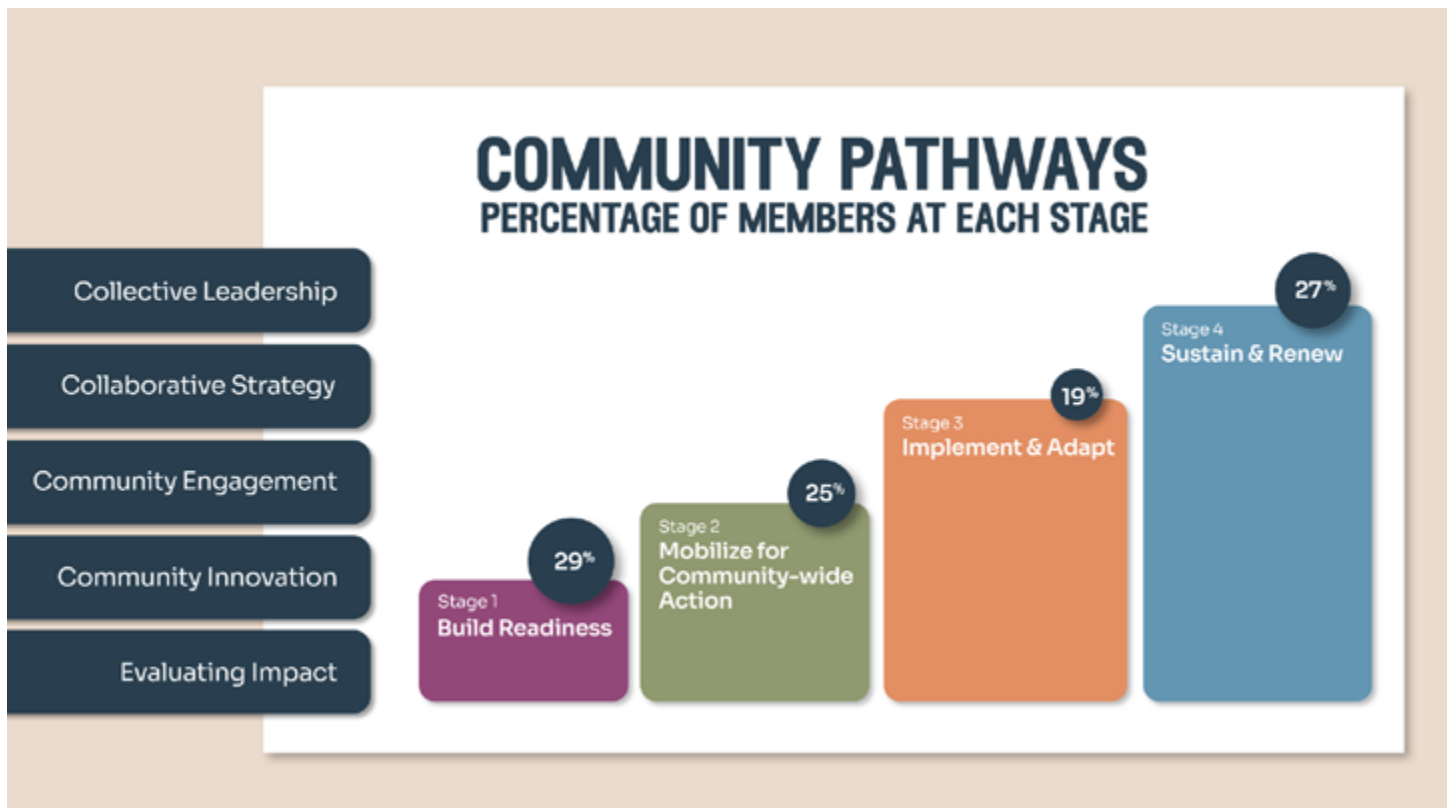
1. Provided capacity-building and coaching to build collaboration skills to a network of 12 multisector projects working to improve health for vulnerable groups and populations, with funding from the Public Health Agency of Canada's Intersectoral Action Fund.
2. Developed a comprehensive Asset-Based Community Development Toolkit for the City of Calgary to build staff capacity to deepen connections with residents and communities
3. Supported community partners in Lewiston-Auburn, Maine, to collaborate for a community-led response to their most pressing issues in housing, equity in civic systems, workforce access, and community health & food systems.

4. Facilitated a Community Inclusion Lab to engage children and youth in a process to discover how they can be more engaged in community sports
5. Worked with Durham Region's Department of Equity, Diversity, and Inclusion (DEI) in hosting a series of community consultations to inform their strategic plans for different teams.
6. Developed a process with Burlington Public Library so they are better equipped for meaningful strategic partnerships for increased health outcomes, which includes a four-phase collaboration cycle (The Ask, The Assessment, The Agreement, and The Audit)

PLACE

Tamarack supports nearly 200 member communities across Canada and beyond through our four Networks For Change. These member communities are networks of people and organizations who work together, in the same place, to change systems, improve community outcomes, and close equity gaps.

In 2024, Tamarack created Community Pathways to help guide and track the journey of member communities toward large-scale change.



The goal is for communities to meaningfully engage people with lived experience of the issues they address. This builds trust and empathy, drives a clearer understanding of systemic barriers, and changes perceptions of the scope and causes of different types of oppression.

In 2024, half of Tamarack's member communities engaged people who self-identify as Indigenous, racialized, or part of additional equity-denied communities, in leadership roles.



The Communities Building Youth Futures Innovation Fund supported over 7200 youth to succeed in their journeys from education to employment. Recipients centred youth leadership, leveraged partnerships with local employers, and enhanced school to career pathways.

Communities Building Youth Futures: Impacts between 2020 and 2024

- 63,938 youth engaged
- 12,746 leaders from diverse fields engaged across Canada
- 3,551 employers invest in youth employment
- 7,250 youth successful in their journey from education to employment

Tamarack supports member communities to develop community plans, reflecting an understanding of local needs and a shared commitment to a common goal.

In 2024, 96% of member communities either had a community plan or were working toward one.

Communities Building Belonging's Circle of Actions brought together 86 individuals representing 13 communities to develop and implement plans to build systems and neighbourhoods in ways that fostered a sense of belonging. Successful community change initiatives co-create solutions and mobilize for change across a range of domains.

Communities Ending Poverty made significant progress in their goal of reducing Canada's poverty rate to below 5%. CEP member communities increased housing stock, advanced decent work, increased incomes through tax filing initiatives, and more.

23

Launched or advanced a collaborative initiative together

14

Grew partners, deepened relationships, increased collaboration

26

Increased political and community will, resulting in behaviour changes

3

Systems Change in policy and practice

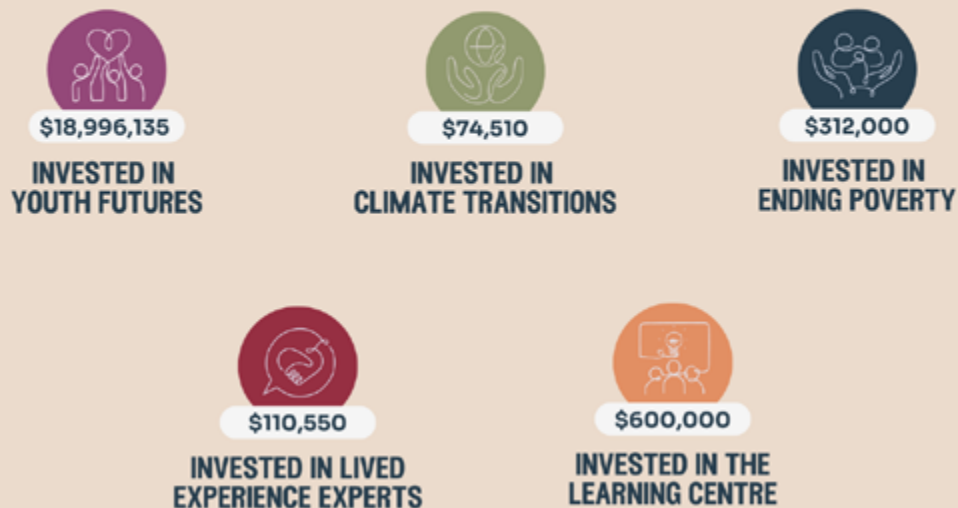
CLIMATE TRANSITIONS

AREAS OF PROGRESS 2024



Community Climate Transitions advanced Sustainable Development Goals by creating supportive environments for climate adaptation and mitigation efforts. Member communities influenced local government policy change, and fostered alignment and collaboration between governments and community actors. These changes yielded positive and rippling impact for both people and environment.

DOLLARS INVESTED IN COMMUNITIES SINCE 2020



Testimonials

- Tamarack support helps me to focus on the bigger picture, changing systems we are part of, understanding how it works. Tamarack support helps us get out of the weeds.
- I'm glad you exist as an organization because you give me hope when I had no other support.
- Our membership with Tamarack has been invaluable in our journey to creating a neighbourhood strategy.
- We know that we're at the point of local, immediate change rather than systems change, and we appreciate having examples to chart a way towards systems impact

Tamarack is proud of the many ways that we unite member communities to co-generate solutions, move theory to practice, and scale what works.

We are also proud of the many ways that members support each other, and of the impactful work they are doing, both within their communities and beyond.

POLICY

In 2024, our commitment to ending poverty in all its forms remained unwavering. We believe deeply in the power of place, where communities and institutions unite to drive change. This past year, Tamarack and the Networks for Change made significant strides.

We partnered with Networks for Change members and key leaders across the government, business, citizen, and nonprofit sectors to advance policies that lift people out of poverty in Canada. This included crafting a member-driven position on financial security and basic income, supporting basic income initiatives in Atlantic Canada, and ensuring Canada's taxation system supports individuals to exit poverty by advocating against CERB repayments for individuals with low and moderate incomes. We also championed the Canadian Disability Benefit that would not leave individuals with disabilities in legislated poverty and supported recommendations for auto-tax filing.

CERB: Canada Emergency Response Benefit, a temporary government financial support program in response to the Covid-19 pandemic

Recognizing the vital link between economic poverty and community belonging, we pushed for a Canada-Wide Strategy for Belonging. Our goal is for communities and governments to make belonging a policy priority and develop holistic strategies that centre those most impacted by our loneliness and polarization crises.

We also focused on activating communities and ensuring their voices drive policy. Internally, we developed robust processes to ensure community priorities shape our work. We created Tamarack's Community Public Policy Advisory Group, enabling community-led review of public policy recommendations. We co-wrote government submissions with communities and facilitated direct dialogue with officials and elected leaders. These actions ensured community voices were at the heart of decision-making.

We at the Tamarack Institute are proud of the impacts we have achieved in 2024, but we could not have done it alone. Thank you to our wonderful member communities and learners for joining us on another year of community connection, collaboration, and hope.