

Association for Nonprofit
and Social Economy Research (ANSER)

ANSER-ARES

Association de recherche sur les
organismes sans but lucratif et de
l'économie sociale (ARES)

Virtual Conference
Conference virtuelle

June 3 juin –
June 5 juin, 2020



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2020 Annual Conference Program
Programme de la conference annuelle 2020

ANSER-ARES.CA

2020

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We would like to thank Laura Chajkowski and the Federation for the Humanities and Social Sciences team and Damean Ravichandra and the AV Canada team for their support/help in making this virtual conference possible.

LAND ACKNOWLEDGMENT

We would like to acknowledge that the Federation office, and most of the staff, are located on unceded traditional territory of the Algonquin Anishinabe Nation. Our ANSER-ARES headquarters is situated on traditional Anishinaabe and Haudenosaunee Territory. Audience members are participating from across the country, and so we also extend our respect to all First Nations, Inuit and Métis peoples for their valuable past and present contributions to this land.

○ **PRONUNCIATION**

- *Anishinaabek (Ah-nish-in-AH-bek)*
- *Haudenosaunee (Ho-den-no-SHOW-nee)*

We also acknowledge that the Western University campus is situated on the traditional lands of the Anishinaabek, Haudenosaunee, Lūnaapéewak and Attawandaron (Neutral) people, on lands connected with the London Township and Sombra Treaties of 1796 and with the Dish with One Spoon Covenant Wampum. This land continues to be home to diverse Indigenous peoples who are recognized as contemporary stewards of the land and vital contributors to society.

○ **PRONUNCIATION**

- *Anishinaabek (Ah-nish-in-AH-bek)*
- *Haudenosaunee (Ho-den-no-SHOW-nee)*
- *Lūnaapéewak (Len-AH-pay-wuk)*
- *Chonnonton (Cho-NAHN-ton)*



PRESIDENT'S WELCOME

I'm very excited to welcome you to our first ever, virtual conference this year – a conference taking place during the COVID19 pandemic! This is the 13th annual conference of our Association for Nonprofit and Social Economy Research/Association de recherche sur les organismes sans but lucratif et sur l'économie sociale.

The theme for our 13th conference is: ***Nonprofits and the Social Economy: Bridging Divides***, a theme that aims to connect researchers with community and to support partnerships for shared knowledge exchange.

This year's conference will showcase an exciting mix of paper presentations, roundtables and panels with presenters from across Canada and from around the world. We will also have three keynote speakers:

- **Community Keynote** - Michelle Baldwin is Executive Director of Pillar Nonprofit Network and co-creator of Innovation Works and VERGE Capital in London, Ontario. Her keynote topic is: "Leveraging Networks to Shift Paradigms & Bridge the Divide."
- **Policy Keynote** - The Honourable Ratna Omidvar, C.M., O.Ont., Senator for Ontario, The Senate of Canada. Her topic is: "The Charitable Sector Needs Not Only to Survive but Thrive – Moving Forward from the Pandemic."
- **Academic Keynote** - Susan Phillips is Professor, School of Public Policy and Administration, Carleton University, and founder and director of its Master of Philanthropy and Nonprofit Leadership. She is also Editor-in-Chief of *Nonprofit and Voluntary Sector Quarterly*, the leading international journal focusing on nonprofits, philanthropy and civil society. Her topic is: "Reinventing Canada's Nonprofit Sector post-COVID-19."

As you know, ANSER-ARES is a Canadian association for people who have an interest in research that pertains broadly to nonprofit organizations and the social economy. Over the past twelve years, we've worked hard to grow a collaborative network of academics, community practitioners and students dedicated to understanding the sector. Key to our success is our annual conference that facilitates the exchange of knowledge among members and stimulates dialogue on the cutting-edge developments in the field. We also have our own dual language journal – *Canadian Journal of Nonprofit and Social Economy Research/Revue canadienne de recherche sur les OSBL et l'économie sociale*. It is a free online, peer-reviewed publication hosted at the University of Alberta (<https://www.anserj.ca/index.php/cjnser>). If you would like to get involved in ANSER-ARES, please don't hesitate to connect with me.

I wish you a wonderful time at our virtual conference! A special thank you is extended to our very hard working ANSER-ARES Conference Committee and the Federation for the Humanities and Social Sciences for making this possible!

Gloria DeSantis, President, ANSER-ARES

MOT DE BIENVENUE DE LA PRÉSIDENTE

Je suis très heureuse de vous accueillir à notre toute première conférence virtuelle - une conférence qui se déroule pendant la pandémie de COVID-19! Il s'agit de la 13e conférence annuelle de notre Association de recherche sur les organismes sans but lucratif et d'économie sociale / Association de recherche sur les organismes sans but lucratif et sur l'économie sociale.



Le thème de notre 13e conférence est: *Les organisations à but non lucratif et l'économie sociale: combler les fossés*. C'est un thème qui vise à mettre les chercheurs en contact avec la communauté et à soutenir les partenariats pour promouvoir l'échange de connaissances.

La conférence de cette année présentera un mélange passionnant de présentations, de tables rondes et de panels avec des présentateurs de partout au Canada et du monde entier. Nous aurons également trois conférenciers d'honneurs:

- **Conférencière communautaire** - Michelle Baldwin est directrice générale du *Pillar Nonprofit Network* et elle a aidé à co-crée *Innovation Works* et *VERGE Capital* à London, en Ontario. Son sujet principal est: «Tirer parti des réseaux pour changer les paradigmes et combler le fossé».
- **Conférencière sur les politiques publiques** : L'honorable Ratna Omidvar, C.M., O.Ont., Sénatrice de l'Ontario, Sénat du Canada. Son sujet est: «Le secteur caritatif a besoin non seulement de survivre mais de prospérer - pour sortir de la pandémie».
- **Conférencière académique** - Susan Phillips est professeure, École des politiques publiques et de l'administration, Université Carleton, et fondatrice et directrice de sa maîtrise en philanthropie et leadership à but non lucratif. Elle est également rédactrice en chef du *Nonprofit and Voluntary Sector Quarterly*, la principale revue internationale spécialisée dans les organisations à but non lucratif, la philanthropie et la société civile. Son sujet est: «Réinventer le secteur sans but lucratif du Canada après COVID-19».

Comme vous le savez, ANSER-ARES est une association canadienne pour les personnes qui s'intéressent à la recherche sur les organismes sans but lucratif et l'économie sociale. Au cours des deux dernières années, nous avons travaillé fort pour développer un réseau collaboratif d'universitaires, de praticiens communautaires et d'étudiants qui se consacrent à la compréhension du secteur. La clé de notre succès est notre conférence annuelle qui facilite l'échange de connaissances entre les membres et stimule le dialogue sur les développements de pointe dans le domaine. Nous avons aussi notre propre journal bilingue - *Canadian Journal of Nonprofit and Social Economy Research* / *Revue canadienne de recherche sur l'OSBL et l'économie sociale*. Il s'agit d'une publication en ligne gratuite, évaluée par des pairs, disponible sur le site web à l'Université de l'Alberta (<https://www.anserj.ca/index.php/cjnser>). Si vous souhaitez vous impliquer dans ANSER-ARES, n'hésitez pas à me contacter.

Je vous souhaite un merveilleux moment à notre conférence virtuelle! Un merci tout spécial pour notre comité de conférence ANSER-ARES qui travaille très fort et à la Fédération des sciences humaines pour avoir rendu cela possible!

Gloria De Santis, Présidente ANSER/ARES

Welcome from the Conference Co-Chairs



Welcome to ANSER-ARES's Annual Conference, being held online for the first time because of the COVID-19 Pandemic. While the Federation for the Humanities and Social Sciences decided to cancel Congress 2020, they have been working very hard to help us move our conference online so that member associations like ANSER-ARES can engage as a community of scholars and practitioners and conduct association business, including holding our annual general meeting.



The theme for the thirteenth conference is *Bridging Divides*, a theme that aims to connect researchers with community and to support partnerships for shared knowledge exchange. The conference is an opportunity to welcome and explore the power of ideas to connect people and communities, encourage discussions and debates and to create knowledge and change.

Research papers and roundtables will touch on one or more of the following themes:

- Conference theme: Bridging Divides
- Nonprofits and Volunteer Organizations
- Social Economy
- Management and Leadership Education
- Co-operatives and Credit Unions
- Social Enterprises, Social Entrepreneurship, & Social Innovation
- Community Economic Development & Community Organizing
- Volunteering & Citizen Engagement
- Advocacy & Social Movements
- Collaborations, Partnerships & Mergers
- Communication, Networking & Digital Media
- Diversity & Inclusion
- Finance, Governance & Accountability
- Indigenous Perspectives in the Nonprofit Sector and Social Economy
- Leadership & Management
- Research Methodologies
- Community-University Engagement
- Public Policy, Government Relations & Contracting
- Theoretical Perspectives
- Knowledge Transfer & Mobilization
- Other

The response to our original and subsequent call for virtual conference proposals was very high and, as a result, we expect a full and engaging conference exploring a diverse perspectives and discussions on how to bridge divides to meet immediate and future needs of the people and communities we serve as a result of COVID-19.

To our members, both new and returning, we wish you a wonderful conference!

Yvonne Harrison and Laurie Mook, 2020 ANSER-ARES Conference Co-Chairs



Mot de bienvenue des coprésidents de la conférence

Bienvenue à la conférence annuelle d'ANSER-ARES qui se tient en ligne pour la première fois à cause de la pandémie de COVID-19.

Alors que la Fédération des sciences humaines et sociales a décidé d'annuler le Congrès 2020, elle a travaillé très dur pour nous aider à déplacer notre conférence en ligne afin que les associations membres



comme ANSER-ARES puissent s'engager en tant que communauté d'universitaires et de praticiens et mener les activités de l'association, y compris la tenue de notre assemblée générale annuelle.

Le thème de cette treizième conférence est : **Organismes à but non lucratif et l'économie sociale: Bâtir des passerelles.** C'est un thème qui vise à connecter les chercheurs à la communauté et à soutenir les partenariats pour un échange de connaissances partagé. La conférence offre l'opportunité d'explorer des thématiques liées au pouvoir rassembleur des idées entre les gens et leurs communautés, encourage les discussions et débats, et favorise la création de savoir et le changement social.

Les papiers de recherche et de table rondes sur des sujets de recherche, toucheront à un ou plusieurs des thèmes suivants :

- Organismes à but non lucratif
- L'économie sociale et communautaire
- Formation en gestion et leadership
- Le mouvement coopératif et ses défis
- La société civile et ses défis
- Les entreprises sociales, l'entrepreneuriat social et l'innovation sociale
- Les organisations communautaires et le développement économique communautaire
- Le bénévolat et l'engagement citoyen
- Les nouvelles conceptions et les nouvelles approches du financement solidaire
- La gouvernance, la gestion et l'imputabilité
- Collaborations, partenariat et fusions.
- Les politiques publiques et les relations avec différents paliers de gouvernement
- Les communications, le réseautage et le marketing social
- Les partenariats université-communautés et méthodologies de recherches collaboratives
- Perspectives théoriques
- Perspectives appliquées
- L'action sociale et les mouvements sociaux
- La diversité et l'inclusion
- Les perspectives autochtones dans la gestion des organisations communautaires et d'économie sociale
- Le leadership et la gestion
- Le transfert et la mobilisation du savoir

La réponse à notre appel initial et subséquent pour des propositions a été très élevée et, par conséquent, nous nous attendons à une conférence riche et engageante. Nous explorerons diverses perspectives et discussions sur la façon de répondre aux besoins immédiats et futurs des populations et communautés que nous desservons grâce à COVID-19.

À nos membres, nouveaux et anciens, nous vous souhaitons une merveilleuse conférence!

Yvonne Harrison et Laurie Mook, coprésidentes de la conférence ANSER-ARES 2020

ANSER-ARES

Welcome to ANSER – The Association for Nonprofit and Social Economy Research

Your registration fee for the ANSER conference includes a one-year membership in ANSER.

ANSER is a Canadian association for those who have an interest in research that pertains broadly to nonprofit organizations and the social economy.

ANSER is working to:

- foster a collaborative community of scholars and researchers; and
- develop a Canadian body of knowledge that encompasses such fields as community economic development, philanthropy, nonprofit management, volunteering, social and environmental accounting, government/voluntary sector relationships, social movements, citizen engagement, and civil society.

Our interests range from the theoretical to the applied. We have come together to promote the development and application of our knowledge for the benefit of Canadians and others in collaboration with those working in the nonprofit sector and the social economy.

Our vision for membership embraces a variety of scholarly fields including economics, history, law, business and management, education, psychology, political science, public administration and sociology.

**Canadian journal of nonprofit and social economy research /
Revue canadienne de recherche sur les OSBL et l'économie sociale**

Call for Submissions: www.anserj.ca

The Canadian Journal of Nonprofit and Social Economy Research / Revue canadienne de recherche sur les OSBL et l'économie sociale (*ANSERJ*) is an online open access English and French peer-reviewed publication. *ANSERJ* is dedicated to providing a stimulating and vibrant forum for the open dissemination of contemporary high-quality, peer-reviewed research on nonprofits and the social economy.

ANSERJ is the official journal of the Association of Nonprofit and Social Economy Research (ANSER) / Association de recherche sur les organismes sans but lucratif et l'économie sociale (ARES).

ANSERJ

ANSER-ARES

Bienvenue à l'Association de recherche sur les organismes sans but lucratif et l'économie sociale (ARES)

Votre inscription à la conférence ARES vous permet de devenir membre pur une année de notre association.

ARES est une association canadienne qui regroupe des personnes qui s'intéressent à la recherche sur les organismes sans but lucratif et l'économie sociale.

ARES poursuit les objectifs suivants:

- Regrouper au sein d'une communauté collaborative des chercheurs et des praticiens provenant des différentes régions du Canada;
- Développer des connaissances sur le développement économique communautaire, la philanthropie, la gestion des organismes sans but lucratif, le bénévolat, la comptabilité sociale et environnementale, les relations entre les gouvernements et le secteur communautaire, les mouvements sociaux, la participation des citoyens et de la société civile.

Nos champs d'intérêt portent autant sur les connaissances théoriques que sur les connaissances appliquées. De pair avec des acteurs des secteurs sans but lucratif et de l'économie sociale, nous favorisons le développement et l'application de nos connaissances dans le but d'en faire profiter aux Canadiennes et Canadiens.

Les membres de notre organisation appartiennent à diverses disciplines dont l'économie, l'histoire, le droit, l'administration des affaires, la gestion, l'éducation, la psychologie, les sciences politiques, l'administration publique et la sociologie.

Canadian journal of nonprofit and social economy research / Revue canadienne de recherche sur les OSBL et l'économie sociale

Appel de propositions: www.anserj.ca

La Revue canadienne de recherche sur les OSBL et l'économie sociale /Canadian Journal of Nonprofit and Social Economy Research (ANSERJ) est une publication bilingue (anglais et français) avec comité de lecture, offerte gratuitement en ligne. ANSERJ s'emploie à fournir une tribune stimulante pour la diffusion publique de recherches contemporaines de haute qualité sur les organismes sans but lucratif (OSBL) et l'économie sociale.

ANSERJ est la revue officielle de l'Association de recherche sur les organismes sans but lucratif et l'économie sociale (ARES).

The logo for ANSERJ, featuring the word "ANSERJ" in white, bold, sans-serif capital letters on a blue rectangular background.



**THANK YOU TO OUR
VOLUNTEERS AND SPONSORS!**

**MERCI À NOS BÉNÉVOLES ET
COMMANDITAIRES!**

An event like this could not be possible without the support and hard work of our volunteers and sponsors. Specifically, we would like to thank the following sponsors for their support of our conference events, student awards, and registration subsidies for students and practitioners, and recognize and thank the volunteers and support staff that helped with planning and coordinating the conference. We would also like to thank the Federation for the Humanities and Social Sciences and AV Canada for their support/help in making this virtual conference possible.



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FEDERATION FOR THE
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FÉDÉRATION
DES SCIENCES
HUMAINES

Conference Committee:

Yvonne D. Harrison, Luther College at the University of Regina (Co-chair)
Laurie Mook, Arizona State University (Co-chair)
Cathy Barr, Imagine Canada
Christopher Dougherty, STARS Foundation
Julia Fursova, York University
Adam Jog, Imagine Canada
Micheal Shier, University of Toronto

Proposal Reviewers:

Kunle Akingbola, Lakehead University
Cathy Barr, Imagine Canada
Christopher Dougherty, STARS Foundation
Yvonne Harrison, University of Regina
Laurie Mook, Arizona State University
Anthony Piscitelli, Conestoga College
Paloma Raggio, Carleton University
Jorge Sousa, University of Alberta

PROGRAM AT A GLANCE VUE D'ENSEMBLE DU PROGRAMME

All times are EDT (Toronto)

3-Jun	4-Jun	5-Jun
OPENING 10:45-11:00 am		
Keynote 1 11:00-noon	Keynote 2 11:00-noon	Keynote 3 11:00-noon
	AGM 12:30 - 2:00 pm	
Session A 1:00-2:00 pm		Session F 1:00-2:00 pm
Session B 2:30-3:30 pm	Session D 2:30-3:30 pm	Session G 2:30-3:30 pm
Session C 4:00-5:00 pm	Session E 4:00-5:15 pm	Session H 4:00-5:00 pm
Student Town Hall 5:30-6:30 pm		
	BANQUET 6:00-800pm	Session J 5:30-6:30 pm
		CLOSING 6:30-7:00 pm

You can access the virtual program which includes all of the links to the sessions at
<https://www.congress2020.ca/associations/300>.

AWARDS BANQUET

Join us on June 4 from 6:00 to 8:00 pm for an evening of camaraderie as we celebrate key works and lifetime contributions.

Distinguished Service Award



ANSER-ARES is very pleased to that this year's Distinguished Leader Award is being presented to Dr. Pat Bradshaw.

Pat Bradshaw completed her term as Dean of the Sobey School of Business at Saint Mary's University in May of 2018 and is currently a Professor of Management at the University. As Dean, she was responsible for building consensus around a compelling mission for the School and establishing strategic priorities to ensure 80 full time faculty, 3200 students, key donors, community leaders and over 20,000 alumni felt aligned with the School's direction. With an annual economic contribution to the province of Nova Scotia of over \$329 million by this AACSB accredited School, her position was focused on creating impact with purpose and ensuring that resources of the School were mobilized to help build prosperity in the province.

Before joining Saint Mary's University Pat was an Organizational Behaviour Professor at the Schulich School of Business, York University and held roles such as the Chair of the University Senate, treasurer of the faculty union, Program Coordinator of the MBA Program and Chair of the Organization Studies Area. Her research interests included governance of non-profit organizations, change management and organizational power and politics from a feminist and social justice lens.

Pat is now sitting on the boards of Scotian Wind and the Atlantic Provinces Economic Council as well as Chair of the Board and Acting Executive Director of the Community Sector Council of Nova Scotia. She is also active as a consultant and facilitator in the areas of women's leadership, strategic planning and governance.

Doctoral Thesis Award

Dr. Julia Fursova, York University

Title: Common Health: the role of non-profit organizations in supporting community action for health equity and justice.

Masters Thesis Award

Benjamin Miller, University of Toronto

Title: Wicked Problems Need Genuine Partnerships: A Pan-Canadian Approach to Government/Non-Profit Sector Relations

Congress Merit Award

Isidora G. Sidorovska, University of Waterloo

Surviving turbulent environments: strategic planning approaches for the voluntary organization

Awards 'Banquet'

Thursday, June 4, 2020 - 18:00 PM to 20:00 PM

MC's: Yvonne Harrison and Laurie Mook, Co-Chairs of ANSER's virtual conference

Award Presentations:

Congress Graduate Merit Award

Master's Award for Best Thesis

Doctoral Award for Best Thesis

Distinguished Service Award

ANSER-ARES

Association for Nonprofit and Social Economy Research (ANSER) --
Association de recherche sur les organismes sans but lucratif et de
l'économie sociale (ARES)



FEDERATION FOR THE
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DES SCIENCES
HUMAINES

#ANSER2020

FREE AND OPEN EVENTS

You can access the virtual program which includes all of the links to the open sessions at <https://www.congress2020.ca/associations/300>

June 3

- Opening of the Conference (10:45 – 11:00 am EDT)
- Keynote – Michelle Baldwin, Pillar Nonprofit Network (11:00 am – noon EDT)
- B1: StudioCity London (2:30-3:30 pm EDT)

June 4

- Keynote – The Honourable Ratna Omidvar (11:00 am – noon EDT)
- E1: Workers Taking Over Companies and Converting them to Cooperatives in Argentina: Lessons for Economic Justice and the Social and Solidarity Economy (4:00 – 5:15 pm EDT)
 - *Thank you to the Federation for the Humanities and Social Sciences for funding this event through the Interdisciplinary Fund.*
- Awards Banquet (6:00 – 8:00 pm EDT)

June 5

- Keynote – Susan Phillips, Carleton University (11:00 am – noon EDT)
- Closing of the Conference (5:30 – 6:00 pm EDT)

Thank you to the Federation for the Humanities and Social Sciences for supporting our open events.



Keynote Speaker
Conférencière communautaire

Michelle Baldwin



Michelle Baldwin is Executive Director of Pillar Nonprofit Network and helped to co-create Innovation Works and VERGE Capital in London, Ontario. As a social innovator whose personal mission is to be a community connector, Michelle is passionate about connecting people and organizations.

Michelle Baldwin est directrice générale du Pillar Nonprofit Network et elle a aidé à co-crée Innovation Works et VERGE Capital à London, en Ontario. En tant qu'innovatrice sociale dont la mission personnelle est d'être un lien communautaire, Michelle est passionnée par la connexion entre personnes et organisations.

June 3 – Community Keynote, 11 am - noon EDT (Toronto)
3 Juin – Conférencière communautaire, 11hr - midi HAE

Leveraging Networks to Shift Paradigms & Bridge the Divide

No one person or sector will be able to ameliorate the impacts and issues facing our community; it will take all citizens, sectors and networks working collaboratively. Leveraging the collective power of networks is the best way to create positive impact in our communities. When the three pillars of nonprofit, business and government come together to share resources, exchange knowledge and create meaningful connections, we can build an engaged, inclusive and vibrant community. Leveraging the collective power of networks, we have an opportunity to shift paradigms, bridge the divide and rebuild our communities for a better world for all.

Tirer parti des réseaux pour changer les paradigmes et combler le fossé

Aucune personne ou secteur seul ne pourra améliorer les impacts et les problèmes auxquels fait face notre communauté; il faudra que tous les citoyens, secteurs et réseaux travaillent en collaboration. Tirer parti de la puissance collective des réseaux est donc le meilleur moyen de créer un impact positif dans nos communautés. Lorsque les trois piliers des organismes sans but lucratif, des entreprises et du gouvernement se réunissent pour partager des ressources, échanger des connaissances et créer des liens significatifs, nous pouvons bâtir une communauté engagée, inclusive et dynamique. Tirant parti de la puissance collective des réseaux, nous avons l'occasion de changer de paradigme, de combler le fossé et de reconstruire nos communautés vers un monde meilleur pour tous.



<https://pillarnonprofit.ca/>
<https://network.pillarnonprofit.ca/>
<https://www.linkedin.com/in/michellebaldwin/>



Policy Keynote
Conférencière sur les politiques publiques

**The Honourable/L'Honorable Ratna Omidvar, C.M., O.Ont.
Senator for Ontario, The Senate of Canada/
Sénatrice de l'Ontario, Sénat du Canada.**



The Honourable Ratna Omidvar is an internationally recognized voice on migration, diversity and inclusion. In April 2016, Ms. Omidvar was appointed to the Senate of Canada as an independent Senator representing Ontario. Senator Omidvar has over 30 years of experience working in the charitable sector at senior levels of management as well as serving as a board director and a volunteer.

L'honorable Ratna Omidvar est une voix internationalement reconnue sur la migration, la diversité et l'inclusion. En avril 2016, Mme. Omidvar a été nommée au Sénat du Canada à titre de sénatrice indépendante représentant l'Ontario. La sénatrice Omidvar a plus de 30 ans d'expérience dans le secteur de la bienfaisance aux échelons supérieurs de la direction, ainsi que comme administratrice et bénévole.

**June 4 – Policy Keynote, 11 am - noon EDT (Toronto)
4 Juin – Conférencière sur les politiques publiques, 11hr - midi HAE**

The Charitable Sector Needs Not Only To Survive But Thrive – Moving Forward from the Pandemic

The COVID-19 crisis has severely impacted the Canadian charitable sector from providing service delivery, to implementing funding mechanisms and to its advocacy efforts. However, the pandemic also gives an opportunity for charities and nonprofits to learn from the crisis and modernize into an even stronger sector. Senator Omidvar will discuss what priorities and recommendations the charitable sector should tackle to recover from this unprecedented crisis.

Le secteur caritatif a besoin non seulement de survivre mais de prospérer - pour sortir de la pandémie

La crise du COVID-19 a gravement touché le secteur caritatif canadien. De la prestation de services à la mise en place de mécanismes de financement ou même de ses efforts de plaidoyer, les organismes de bienfaisance et aux organismes sans but lucratif font maintenant face à de grands défis. Cependant, la pandémie leur donne également l'occasion de tirer des enseignements de la crise et de se moderniser pour devenir un secteur encore plus solide. Le sénateur Omidvar discutera des priorités et des recommandations que le secteur caritatif devrait aborder pour se remettre de cette crise sans précédent.



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Academic Keynote
Conférencière académique

Susan Phillips



Susan Phillips is Professor, School of Public Policy and Administration, Carleton University, and founder and director of its Master of Philanthropy and Nonprofit Leadership. She is also Editor-in-Chief of Nonprofit and Voluntary Sector Quarterly, the leading international journal focusing on nonprofits, philanthropy and civil society.

Susan Phillips est professeure, École des politiques publiques et de l'administration, Université Carleton, et fondatrice et directrice de sa maîtrise en philanthropie et leadership à but non lucratif. Elle est également rédactrice en chef du Nonprofit and Voluntary Sector Quarterly, la principale revue internationale spécialisée dans les organisations à but non lucratif, la philanthropie et la société civile.

June 5 – Academic Keynote, 11 am - noon EDT (Toronto)

5 Juin – Conférencière académique, 11hr - midi HAE

Reinventing Canada's Nonprofit Sector post-COVID-19

Canada's nonprofit sector is being transformed by COVID-19: its future will entail reinvention, not just recovery. Obvious changes involve new financing models and service redesign with greater use of technology. The reassertion of place – doing, buying and giving locally – will need to be reconciled with support for global causes and capacity for collective, cross-sector action. Public and civic trust have been both strengthened and diminished by the crisis. Historic policy neglect of the nonprofit sector will need to be replaced with genuine partnerships with governments. This presentation explores this reinvention, and how scholarship can support it.

Réinventer le secteur sans but lucratif du Canada après COVID-19

Le secteur sans but lucratif du Canada est transformé par COVID-19: son avenir impliquera pas juste naviguer la reprise, mais également la réinvention. Les changements évidents impliquent de nouveaux modèles de financement et une refonte des services avec une plus grande utilisation de la technologie. La réaffirmation de l'importance du local - faire, acheter et donner localement - devra être conciliée avec le soutien aux causes mondiales et la capacité d'action collective et intersectorielle. La confiance du public et des citoyens a été à la fois renforcée et diminuée par la crise. L'historique de négligence politique du secteur sans but lucratif devra être remplacée par de véritables partenariats avec les gouvernements. Cette présentation explore cette réinvention et comment la recherche peut soutenir cette transition.



<https://carleton.ca/sppa/>

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Association de recherche sur les organismes sans but lucratif et de
l'économie sociale (ARES)



FEDERATION FOR THE
HUMANITIES AND
SOCIAL SCIENCES

FÉDÉRATION
DES SCIENCES
HUMAINES

Annual General Meeting

Thursday, June 4, 2020 – 12:30 PM to 2:00 PM

Agenda:

- Presentation of annual reports and related motions
- Member Q&A
- New business
- Call for volunteers

ANSER-ARES

Association for Nonprofit and Social Economy Research (ANSER) --
Association de recherche sur les organismes sans but lucratif et de
l'économie sociale (ARES)

CONFERENCE SESSIONS 2019 SESSIONS DU COLLUQUE
June 3-5, 2020

All times are EDT (Toronto)

WEDNESDAY, JUNE 3, 10:45 am – 11 am EDT

Welcome and Opening Session

WEDNESDAY, JUNE 3, 11 am – noon EDT

Keynote: Leveraging Networks to Shift Paradigms & Bridge the Divide

Michelle Baldwin, Executive Director of Pillar Nonprofit Network

No one person or sector will be able to ameliorate the impacts and issues facing our community; it will take all citizens, sectors and networks working collaboratively. Leveraging the collective power of networks is the best way to create positive impact in our communities. When the three pillars of nonprofit, business and government come together to share resources, exchange knowledge and create meaningful connections, we can build an engaged, inclusive and vibrant community. Leveraging the collective power of networks, we have an opportunity to shift paradigms, bridge the divide and rebuild our communities for a better world for all.

WEDNESDAY, JUNE 3, 1-2 pm EDT

A1 Paper Session: Community Economic Development and Organizing

Chair: Rachel Laforest, Queen's University

Institutional logics as a framework for understanding sub-national third sector ecosystems:

An analysis of Quebec and Scotland

Caitlin McMullin, Concordia University

In this paper, we compare the development of the community/ social economy sectors in Scotland and Quebec, which have developed distinct ecosystems that diverge from the liberal

regimes of the UK and Canada. We employ an institutional logics framework to consider how the policies, structures, identities and values of each stateless nation have formed unique structures and identities of the third sector that distinguish them from their more powerful neighbours. In so doing, we produce new evidence using a novel institutional logics approach to refine our understanding of the development of sub-state level third sector ecosystems.

Nonprofit sector relations with the state in an era of consensus-based governance networks: a Scottish case study

Jane Cullingworth, University of Glasgow

This paper presents findings from a case study exploring the impact of a nonprofit organisation's active participation in state-initiated governance networks. The study considered the impact on the organisation's representation of the sector and its independence from the state. The findings suggest that the organisation's legitimacy as an umbrella body was undermined by its active engagement with the state, highlighting the risks of sector participation in consensus-based networks. A fundamental challenge for public policy related to nonprofit/government relations is raised: how do civil society actors participate in democratic governance while maintaining autonomy from the state and legitimacy with civil society?

Understanding the Local Nonprofit Ecosystem: A Data-Driven Case Study of a Community Foundation in a Socioeconomic-Challenged Region

Michael McCarthy, Utica College; Brett Orzechowski, Utica College; Taylor Best, Utica College

This case study reviews the collaborative engagement of a community foundation with college faculty to better understand the local nonprofit ecosystem and develop measurable, data-driven community objectives. The faculty team led an objective-building session with community stakeholders and analyzed open-source financial data reported in the Internal Revenue Service (IRS) nonprofit 990 tax forms for 2015, 2016, and 2017. The analysis enabled the community foundation to assess the distribution of local nonprofits and each nonprofit's fiscal status, while also offering a framework to facilitate coordination among nonprofits by National Taxonomy of Exempt Entities (NTEE) major groups to support broader community objectives.

A2 Paper Session: Volunteering and Citizen Engagement

Chair: Joshua Bishop, Grand Valley State University

Volunteerism in Child Welfare: The Well-Being of Adults Who Volunteer with Children at Risk of Maltreatment

Joshua Bishop, Grand Valley State University

Using curvilinear regression and confirmatory factor analysis, this study investigated seven dimensions of well-being among adults who volunteer with children at risk of maltreatment.

Despite the time and emotional demands of this type of volunteering, respondents reported a high degree of well-being with no decreases at higher volunteerism intensities.

Unpacking bonding and bridging social capital among volunteers in small nonprofits

Alison Doherty, Western University; Swarali Patil, Western University; Katie Misener, University of Waterloo

This paper shares member-based community organization volunteers' perceptions of what it means to be "more similar" or "more different" in relation to other volunteers with whom they have meaningful and energizing connections in the nonprofit setting. Personality, approach to volunteer tasks, and lifestyle were reported to be the most notable bases of bonding or bridging connections. The findings expand the predominant focus to date on socioeconomic characteristics. They provide a springboard for a renewed investigation of bonding and bridging connections with respect to the generation of social capital in general, and among volunteers in the small nonprofit setting in particular.

Social activism in transition. An analysis of the causes of activists, resigning from working and volunteering in the third sector

Aleksandra Belina, The Institute of Sociology at the University of Warsaw

The paper provides a qualitative analysis of the reasons behind voluntary and paid job termination by former volunteers and workers of non-profit organisations in Warsaw. The analysis is based on 18 semi-structured interviews conducted among former volunteers and workers of NGOs. The results shows that NGOs struggle with a plethora of problems and obstacles related to managemental, financial and relational aspects. Research discloses a phenomenon of social activism in transition. The majority of the interviewees strived to situate voluntary and paid work in NGOs between legally framed, highly formalized activity with growing business standards and unrestrained, mission-based acts of kindness.

A3 Paper Session: Finance

Chair: Isidora G. Sidorovska, University of Waterloo

Donor-Advised Funds: A Boon to Charity or to Donors?

Eric Miller, George Mason University

Donor-Advised Funds (DAFs) have become immensely popular in recent years, rising both in the number of funds accumulated, and in number of accounts created. DAFs undeniably offer extreme attractiveness for donors, who can dispose of complex assets, reap huge tax savings, and yet retain de-facto control over the use of these funds. Yet questions remain about the potential for abuse, the delay in charities receiving funds, and potential for DAFs to substitute other charitable giving. This paper conducts a scoping to review to understand the emerging landscape of DAFs and outline the key issues as stake for donors, the government, and the social economy.

Are charities ready for social finance? A survey of Canadian registered charities' investment readiness

Adam Jog, Imagine Canada

Social finance is receiving significant attention from government policymakers as a means for scaling socially innovative solutions to complex social and environmental issues. Recent investments by the federal government in Canada's social finance market has revealed the need for data on the investment readiness of social purpose organizations – the lack of readiness has been identified as a major impediment to the sustainable growth of the social finance market. This study addresses that gap by surveying Canadian registered charities to determine their current readiness for social finance investments.

Strategies and Paradigms in Toronto's Jewish Lending Societies

Joshua Goldschmidt, University of Waterloo

The strategies of Jewish loan societies and their evolution have been understudied and absent from discussions on the social economy. This article explores the inner workings within this aspect of Toronto's Jewish community, analyses their historical basis and its transformation to a singular practice of the Ultra-Orthodox. By interviewing the society's operators, this study surveys the strategies they use and codifies their experiences. It is hoped that this exploratory study will foster interest in the historic impact and future development of interest-free ethnic lending organizations across the world as they share mutual resources to enhance their collective standard of living.

WEDNESDAY, JUNE 3, 2:30-3:30 pm EDT

B1 Community-University Engagement Roundtable: CityStudio London

Chairs: Adam Jog, Imagine Canada; Micheal L. Shier, University of Toronto

CityStudio London: A Partnership Model Working to Support Social Innovation

Leora Swartzman, Western University; Jacob Smith, Fanshawe College; Kinga Koltun, City of London, William Pol, Fanshawe College, Madison Mackenzie Loder, Western University, Mischa Schlemmer, CityStudio London

CityStudio London is an innovative model of community engagement that connects city staff with postsecondary faculty, students and nonprofit organizations in London, Ontario with projects that aim to advance London's strategic plan to address persistent social and economic community issues. Through partnership engagement results are achieved that support the advancement of city projects, community well-being and helps students build job skills and professional network in London. This presentation brings leaders in this initiative together in a

roundtable format to highlight the strengths of the program, showcase successful projects, and identify opportunities for sustainability and replication in other city contexts.

B2 Lightning Round Panel: Social Enterprises, Social Entrepreneurship, & Social Innovation

Chair: Marcelo Vieta, University of Toronto

With the continued shrinkage of government funding for social programs and growing interest in market-based solutions to social problems, work-integration social enterprises (WISEs) continue to emerge across Canada and internationally as appropriate solutions for integrating members of marginalized social groups into the workforce. Undoubtedly, large investments are being made in WISEs by governments across Canada and by parent non-profits, but research has not clearly demonstrated whether this investment is paying off over time or among certain participant groups. It is also not known whether and how training offered by WISEs may differ from traditional employment supports provided by agencies contracting with federal or provincial labour market development programs. The research focused on in this panel, funded by SSHRC and Employment and Social Development Canada (ESDC), aims to address these gaps among WISEs that train at-risk youth (ages 17 to 35) for workforce integration, paying particular attention on the challenges and possibilities in researching at-risk youth in WISE programs.

Work-Integration Social Enterprises Longitudinal Evaluation Study with At-Risk Youth: Research Opportunities and Challenges

Marcelo Vieta, University of Toronto

Balancing Consistency and Flexibility: Difficulties and Successes in Conducting a Cross-Country Longitudinal Study with Youth Participants in Training Programs at Social Enterprises

Annie Luk, University of Toronto

Mid-Term Findings of the Work-Integration Social Enterprises Longitudinal Evaluation Study with At-Risk Youth in Vancouver, British Columbia

Peter Hall, Urban Studies at Simon Fraser University; Lindsay Simpson, Anthropology MA Simon Fraser University

Work-Integration Social Enterprises in remote and rural First Nation communities in Manitoba

Jide Oni, University of Manitoba; Shirley Thompson, University of Manitoba

Mid-Term Findings of the Work-Integration Social Enterprises Longitudinal Evaluation Study with At-Risk Youth in Toronto, Ottawa, and London, Ontario

Jasmine Hodgson-Bautista, University of Toronto; Andrea Chan, University of Toronto

Year One Findings: Work Integration Social Enterprises in Nova Scotia

Kaitrin Doll, Dalhousie University

Co-designing an Integrated Social Accounting Model for the Sustainable Development Goals
Laurie Mook, Arizona State University, Gabriele Simmons, University of Toronto

B3 Paper Session: Community-Economic Development & Community Organizing Development

Chair: Cathy Barr, Imagine Canada

Women in Programming: a Preliminary Case Study on Gender and Technology

Silvia Rodrigues Follador, Fundação Getúlio Vargas

Based on a preliminary case study, this paper seeks to examine a social impact initiative whose focus is in the training of women in the programming area. {reprograma} is a non-profit dedicated to reducing gender inequalities in the Brazilian technology market by offering free programming bootcamps to low-income unemployed women. The main objective is to demonstrate the extent to which this program allows its alumnae to develop a gender awareness and how or if this is reflected in their professional experiences. The hypothesis is that the inequalities regarding gender and gender relations at the workplace can be overcome by initiatives such as this one.

Literacy & Essential Skills as a Poverty Reduction Strategy

Maureen Anglin, Frontier College

This presentation will examine the results of a national study on how to bridge the divide between literacy and essential skills programming, and poverty alleviation and reduction efforts across Canada. Findings show that poverty reduction policies and programs should include literacy development that is responsive to the full spectrum of needs of lower-skilled adults, including those who are most distant from the labour market.

What does it take? Influences to successful initiatives for girls and women in sport

Swarali Patil, Western University; Alison Doherty, Western University

A multiple case study approach was used to examine the capacity of national governing bodies for three amateur sports in Canada that are pursuing gender equity initiatives, and the external factors that constrain that capacity. Critical capacity elements (e.g., knowledgeable/experienced staff, sponsorships, culture) and external factors (e.g., Canadian sport system, political climate) were identified across the NSOs. The findings affirm the multidimensional and context-specific nature of organizational capacity (Doherty et al., 2014; Hall et al., 2003) and highlight the potential impact of external factors on capacity elements essential for goal achievement.

WEDNESDAY, JUNE 3, 4-5 pm EDT

C1 Roundtable: Social Economy

Chair: Mark Roseland, Arizona State University

Scaling Up: Social Economy and Sustainability in the New Normal

Mark Roseland, Arizona State University; Sean Connelly, University of Otago, New Zealand; Mike Gismondi, Athabasca University, Canada; Sean Markey, Simon Fraser University, Canada

In early 2020 “normal” life suddenly dissolved in response to the COVID-19 pandemic. As part of the growing discussion about “the new normal,” the global lockdown has provided a glimpse of a world that could barely be imagined months ago. The participants in this roundtable are authors/editors of *Scaling Up: The Convergence of the Social Economy and Sustainable Development* (Athabasca University Press, 2016). We are reuniting virtually at ANSER to revisit our insights in light of the “new normal,” to explore whether and how this convergence is ready to scale up at this critical moment in human history.

C2 Paper Session: Charitable Giving

Chair: Eric Miller, George Mason University

Donor-Advised Funds: The revival of workplace giving?

Eric Miller, George Mason University

Workplace giving has suffered a steady decline over the past decade, even as real wages has risen, unemployment has fallen, and consumer spending has exploded. Charitable contributions have risen as well, yet workplace giving has fallen. This paper seeks to reconcile these two trends and summarize why workplace giving has dropped. Additionally, the rise of donor-advised funds may offer a way to reverse this trend. The paper explores how DAFs have and might be used to spur workplace giving and proposes several models for consideration.

Getting Rich but Not Giving: How to Understand the Giving Puzzle in China

Qian Wei, The University of British Columbia

Past decades have witnessed phenomenal economic growth in China; however, in sharp contrast to this wealth expansion is, many people are still unwilling to give and there is a lack of civic spirit in Chinese society. According to the World Giving Index (2019), China is the world’s least generous country over the last ten years. Conventional wisdom provides substantial evidence for a positive relationship between income and level of charitable giving, but China represents a special case: while people are getting wealthier, they do not show a higher level of engaging in charitable giving. I call this the “giving puzzle”: in the soon-to-be largest economy in

the world, why are people not willing to give even though they have better access to financial resources?

WEDNESDAY, JUNE 3, 5:30-6:30 pm EDT

Graduate Student Town Hall

Chair: Christopher Dougherty, STARS Foundation

Join fellow grad students and others to chat about building a successful career in a post-pandemic world. The world before your grad program won't be the world that you will be joining once your program is finished. Society and the academy are quickly adapting to a pandemic that will be with us for a few years. Conferences, networking, and field work are all changing or being cancelled. The academic job market will be changed as governments and post-secondaries face financial pressure. Non-academic (or alt-ac) career paths will look different as workplaces, industries, and sectors adapt. Topics that will be covered may include resume and CV building to maximize your options; building industry and academic networks during social distancing and travel restrictions; and dealing with burnout and productivity expectations during all of this.

Special Guests:

Cathy Barr, Vice President, Policy, Research and Standards, Imagine Canada

Rachel Pereira, recent MPNL graduate from Carleton

Susan Phillips, Professor and founder and director of the Master of Philanthropy and Nonprofit Leadership, Carleton University

THURSDAY, JUNE 4, 11 am - noon EDT

Keynote: The Charitable Sector Needs Not Only to Survive but Thrive – Moving Forward from the Pandemic

The Honourable Ratna Omidvar, C.M., O.Ont., Senator for Ontario, The Senate of Canada

The COVID-19 crisis has severely impacted the Canadian charitable sector from providing service delivery, to implementing funding mechanisms and to its advocacy efforts. However, the pandemic also gives an opportunity for charities and nonprofits to learn from the crisis and modernize into an even stronger sector. Senator Omidvar will discuss what priorities and recommendations the charitable sector should tackle to recover from this unprecedented crisis.

THURSDAY, JUNE 4, 12:30-2:00 pm EDT

ANNUAL GENERAL MEETING

- Presentation of annual reports and related motions
- Member Q&A
- New business
- Call for volunteers

THURSDAY, JUNE 4, 2:30-3:30 pm EDT

D1 Paper Session: Nonprofit Measurement and Management

Chair: Aaron Turpin, University of Toronto

Does impact measurement help or hinder social innovation? Reflections on 10 years of social impact measurement practice

Bryn Sadownik, Vancity Community Foundation; Garth Yule, Junxion Strategy

This paper reflects on the past 10 years of effort by funders and investors, as well as government and other stakeholders, to improve impact measurement in the non-profit sector, with an eye to understanding how evolving methods and initiatives may support or hinder social innovation. This includes the development and application of methods such as Social Return on Investment, as well as community-based initiatives such as Demonstrating Value, and more recently the Common Approach to Impact Measurement and TIESS's Evaluation and Impact Measurement in the Social Economy.

The expanding civic footprint of non-profit community sport

Micheal L. Shier, University of Toronto,; Katie Misener, University of Waterloo; Patti Millar, University of Windsor; Kathy Babiak, University of Michigan

Community sport organizations are an important pillar of the nonprofit sector and are expanding their "civic footprint" beyond sport service delivery and contributing to their communities in new, socially responsible ways. This paper presents results from a multiple methods study which outlines the key dimensions of social impact capacity as well as a new scale to measure the extent to which various dimensions of social impact capacity predict an organization's engagement in specific types of social impact initiatives. The results will aid grassroots nonprofits in building capacity and focusing their social impact agenda.

Influences on Nonprofit Chief Executive Compensation: An Examination of Penalties and Privileges

Chris Fredette, University of Windsor; Ruth Bernstein, University of Washington Tacoma

We explore six blocks of predictors examining performance-based merit (i) CEO gender and ethno-racial identity, (ii) employment characteristics, (iii) Board Chair and Treasurer gender and ethno-racial identity, and Board compositional variety in gender, race, and age, (iv) organizational characteristics, (v) strategic performance and financial performance, and (vi) a test of competing diversity, social, organizational, and merit-based hypotheses in order to further the understanding of the determinants of nonprofit CEO compensation. Findings highlight the significance of board diversity, organizational size and scope, and positive strategic change, while discounting traditional financial measures and the demographic diversity of the CEO.

D2 Paper Session: Finance, Governance & Accountability

Chair: Anthony Piscitelli, Conestoga College

Dying to be heard? How survival strategies and public opinion interact when Canadian development NGOs go to the wall

Lauchlan T. Munro, University of Ottawa

In the last decade, a dozen Canadian development NGOs have faced life-threatening cuts to their government funding and three such NGOs have ceased operations. This paper analyses how the survival strategies used by these NGOs in crisis interacted with their appeals for various types of public opinion, and with what results. Based on analysis of annual reports and financial statements, key informant interviews and media reports, we conclude that that Canadian public opinion is less important for an NGO's survival in such a crisis than smaller, deeper pools of potential supporters such as members, alumni and faith groups.

Economical Demutualization: Scrutinizing the Reasons to Vote Yes

Anthony Piscitelli, Conestoga College; Liam McHugh-Russell, McGill University

Over the last decade Economical Mutual has embarked on a process to become the first property and casualty mutual insurance company in Canada to demutualize. In 2019 Economical sought and received policyholder approval of a bylaw amendment which will allow the company to continue to pursue demutualization (Economical Mutual, 2019). This presentation will describe, critique and evaluate each of the rationales for demutualization set out by the company in their communications to eligible policy-holders: preparation for industry consolidation, access to capital, the creation of a holding company structure, increased reporting requirements, employee attraction and retention, and unlocking shareholder value.

Evaluating the Impact of Faith Building Closures: Year One Ontario Survey Results

Milton Friesen, University of Waterloo / Cardus; Kendra Fry, St. Paul's Centre for Faith, Justice and the Arts

Estimates suggest that as many as 1/3 of Canada's 27,000 faith buildings (church, temple, synagogue, mosque or gurdwara) may close by 2030. This two-year study surveys existing arts, culture and community groups that make use of faith building space to examine a series of core questions about how faith building closures may impact them. Where will twelve step groups, foodbanks, blood donor clinics, arts groups or community meetings go in the absence of faith buildings? Online surveys were collected in 2019 from 1269 groups using faith buildings. Of these, 629 surveys were sufficiently complete to be validated for inclusion in the study.

THURSDAY, JUNE 4, 4-5:15 pm EDT

E1 CASC/ANSER Interdisciplinary Open Event

Chair: Marcelo Vieta, University of Toronto

Workers Taking Over Companies and Converting them to Cooperatives in Argentina: Lessons for Economic Justice and the Social and Solidarity Economy

Thank you to the Federation for the Humanities and Social Sciences for funding this event through the Interdisciplinary Fund.

This session takes an in-depth look at the emergence of Argentina's worker-recuperated enterprises, a workers' occupy and self-management movement that surged at the turn of the millennium in the thick of the country's neo-liberal crisis. To date, over 16,000 workers in Argentina have converted over 400 firms across its urban economy to worker cooperatives. Engaging in a collective transnational dialogue, the presenters consider the lessons of the Argentine case for the struggle for economic justice in Black and marginalized communities, for saving and re-inventing jobs in light of the cyclical crises of neo-liberal capitalism, and for expanding the social and solidarity economy via conversions of workplaces and other community spaces to cooperatives in the global North. The session is inspired by the recent publication of Marcelo Vieta's book, *Workers' Self-Management in Argentina: Contesting Neo-liberalism by Occupying Companies, Creating Cooperatives, and Recuperating Autogestión* (Brill, 2020, <https://www.vieta.ca/newbook>).

Speakers:

- Marcelo Vieta, Assistant Professor in the Program in Adult Education and Community Development and the Collaborative Program in Workplace Learning and Social Change at the Ontario Institute for Studies in Education of the University of Toronto.
- Jessica Gordon-Nembhard, Professor of Community Justice and Social Economic Development, Chair of the Department of Africana Studies, and Director of the McNair

Post-Baccalaureate Achievement Program at John Jay College, City University of New York (CUNY)

- Marina Sitrin, Assistant Professor in the Department of Sociology at SUNY Binghamton

E2 Panel Session: Management and Leadership

Chair: Micheal L. Shier, University of Toronto

Organization and leadership development in human service nonprofits

This panel presentation reports on research conducted and in progress related to the development of organizational environments and leadership orientations within nonprofit human service organizations.

Exploring the Relationship Between Organizational Characteristics and Service User Experiences of Oppression

Susan Ramsundarsingh, University of Toronto

Social service users of nonprofit organizations regularly experience oppression when accessing and utilizing services. This study identifies the effect of key organizational dynamics (e.g. inclusion and accessibility, supervision, cultural competency, etc.) on service user experiences with five forms of oppression (i.e. marginalization, exploitation, violence, cultural imperialism, and powerlessness). Using structural equation modelling, organizational environment latent variables are used to predict experiences of oppression outcomes. Results demonstrate the significant effect of staff-client relational aspects within the organization on experiences of oppression. Furthermore, results support an empirical model for assessing the extent to which an organization is anti-oppressive.

Identifying Factors and Characteristics of Social Entrepreneurial Orientation in Community-based Nonprofits

Aaron Turpin, University of Toronto

This presentation reports on an ongoing study to assess the characteristics of a social entrepreneurial orientation within community based human service nonprofits. The presentation will highlight the measurement model developed to assess these key characteristics, which include social innovation, market orientation, risk taking, and proactiveness. The study aims to identify the impact of these characteristics within the organization and its leadership on organizational outcomes of collective efficacy, branding, and competitive strategy, and to provide reliable and valid assessment tool for a social entrepreneurial orientation within human service nonprofits.

Supporting Ethical and Sustainable Social Innovations: A Scoping Review

Trish Lenz, University of Toronto

Sustainable and ethical social innovation is an important outcome to support a greater impact of efforts undertaken by nonprofit organizations. This study is a first stage of a research project aimed at assessing the characteristics of sustainable social innovation. It utilizes a scoping literature review methodology to assess existing knowledge and to develop a measurement model for assessing these characteristics within the broader network and public policy landscape of nonprofit organizations.

Trauma Informed Organizational Dynamics and Client Intrapersonal Development Outcomes in Direct Service Nonprofits

Micheal L. Shier, University of Toronto

Creating trauma informed organizational environments is an emerging focus of human service organizational development, amidst some evidence suggesting a link between service user outcomes and trauma informed practice. Utilizing a mixed methodological approach, this research developed a conceptual and empirical model to assess the extent to which service users experience key facets of a trauma informed practice framework.

E3 Paper Session: Public Policy, Government Relations & Contracting

Chair: Yvonne Harrison, Luther College at the University of Regina

Too Close for Comfort, Relatively Speaking? Development NGOs' Dependence on Home Government Funding in Comparative Perspective

Lauchlan T. Munro, University of Ottawa

For years, many Canadian non-governmental organisations working on international development have received half or more of their revenue from the Government of Canada. This dependence on a single funding source raises important issues about the independence, governance and accountability of these NGOs, and about public policy. And while this dependence has been well documented for over 30 years, little attention has been paid to how Canadian NGOs compare in this respect to their counterparts in other donor countries. This paper compares Canadian NGOs with similar NGOs in Australia, Ireland, UK and USA. Implications for public policy are explored.

Government Policies affecting organizations employing individuals with Intellectual and Developmental Disabilities

Ushnish Sengupta, University of Toronto

This presentation describes updated and recent research on the impact of changing government policies in the province of Ontario on organizations employing individuals with Intellectual and Developmental Disabilities (IDD). Changes in government policy have an acute

effect on individuals with IDD, their families, and related social enterprises. Government policy changes affect individuals with IDD through the services and funding available, affecting equity of opportunity and quality of life. At the same time, there is a lack of strong evidence and related data providing evaluative knowledge of policy outcomes, particularly for social enterprises employing individuals with IDD.

Values-Based Funding: A Local Government – Nonprofit Typology

Alicia M. Schatteman, Northern Illinois University

Nonprofits turn to government funding for a variety of reasons. At the local level, certain programs are created to support local nonprofit organizations, particularly in the area of health and human services. Local governments then must wrestle with how they demonstrate accountability to the taxpayer for those public dollars being given to nonprofits. By analyzing these funding models, we can see what is gained and what is lost in shifting funding from one model to another. The funding models are mapped to the public administration values of efficiency, effectiveness, economy, and equity.

THURSDAY, JUNE 4, 6-8 pm EDT

Awards Banquet

MCs: Yvonne Harrison & Laurie Mook

Congress Graduate Merit Award – Isidora G. Sidorovska

Master’s Award for Best Thesis – Benjamin Miller

Doctoral Award for Best Thesis – Dr. Julia Fursova

Distinguished Service Award and Talk – Dr. Patricia Bradshaw

FRIDAY, JUNE 5, 11 am-noon EDT

Keynote: Reinventing Canada's Nonprofit Sector post-COVID-19

**Susan Phillips, Professor, School of Public Policy and Administration, Carleton University,
Editor-in-Chief of *Nonprofit and Voluntary Sector Quarterly***

Canada's nonprofit sector is being transformed by COVID-19: its future will entail reinvention, not just recovery. Obvious changes involve new financing models and service redesign with greater use of technology. The reassertion of place – doing, buying and giving locally – will need to be reconciled with support for global causes and capacity for collective, cross-sector action. Public and civic trust have been both strengthened and diminished by the crisis. Historic policy neglect of the nonprofit sector will need to be replaced with genuine partnerships with governments. This presentation explores this reinvention, and how scholarship can support it.

FRIDAY, JUNE 5, 1-2 pm EDT

F1 Paper Session: Social Innovation and Social Services for Youth

Chair: Julia Fursova, York University

The Spirit of Organic Intellectuals and Challenging the Discourse of Risk: Reimagining the Role of Youth Workers in Toronto

Hoda Farahmandpour, OISE - University of Toronto

This paper explores youth employment and training programs in Toronto, their assumption that employment serves as quick-fix to youth disengagement, and the potential of youth workers to challenge such an approach. I will provide a literature review of the debates on youth and the focus on employability as well as discuss the programs currently in place for youth. Drawing on Gramsci's conception of an organic intellectual, I hope to explore the possibilities for youth workers to engage with youth as embedded, active and socially located agents rather than just potential workers.

Making the Shift – evaluating collaborative approach to youth homelessness prevention

Julia Fursova, Making The Shift Inc., York University

Making the Shift (MtS) is a Youth Homelessness Social Innovation Lab with a mandate to contribute to the transformation of responses to youth homelessness through research and knowledge mobilization specific to youth homelessness prevention and housing stabilization. This presentation shares emerging learnings from the work of MtS, focusing on changes we

hope to monitor and capture through evaluation research. Presenting a major 'think piece' on evaluation, we invite a conversation with academics and practitioners in the field of social innovation and systems change.

The Upstream Project Canada: Lessons for Adapting & Scaling a Social Innovation

Jacqueline Sohn, York University/Canadian Observatory on Homelessness

This research aims to understand how an innovative approach to addressing youth homelessness and school disengagement can be sustainably scaled. The Upstream Project Canada is a research-informed prevention initiative in collaboration with schools and communities, based on an Australian model that has demonstrated significant reductions in youth homelessness. Risk is identified through a universal assessment and validation processes – and offers students individualized, coordinated supports. Lessons from research inform our approach to designing this initiative for adaptation in Canada, through the deep collaboration of unconventional partners. Ultimately, we aim to scale it for systems level change.

F2 Paper Session: Knowledge Transfer and Mobilization

Chair: Trina Prior, Minerva BC

Reflection on the idea formation and execution stages of a University-third sector knowledge exchange project

Paula S. Karlsson, University of Glasgow, Sarah Weakley, University of Glasgow

This paper presents the early stages of a social innovation project, a University-third sector knowledge exchange collaborative. We explore how one university can engage in activities resulting in social impact via third sector organisations. We are working on a knowledge exchange and learning project to develop a successful and sustainable cross-discipline hub for pro-bono advice and expertise for local third sector organisations that utilise university expertise on a variety of pressing issues facing charities. We take an autoethnographic approach to exploring the idea formation and the execution stages of the social innovation.

Comparison across borders: an emergent picture of academic and community connections in the nonprofit sector in Canada and the US

Peter C. Weber, Auburn University; Carol Brunt, University of Wisconsin-Whitewater

The paper investigates the institutionalization of nonprofit and philanthropic studies through an analysis of the characteristics of nonprofit management education. The purpose of the study is two-fold: (1) to compare the state of nonprofit education in Canada and the US, its establishment and evolution; and (2) the role of these centers in connecting academia and communities of practice. In so doing, the analysis seeks to provide academic managers a better understanding of how academic programs and centers can support the development of programs in nonprofit and philanthropic studies across the continent.

Noncredit Matters: Canadian Nonprofit management education beyond mapping and towards instructor reflexivity

Michele Fugiel Gartner, Mount Royal University / University of St. Andrews

Nonprofit management education (NME) has received increasing attention from scholars and practitioners over the past thirty years, and literature has mapped global NME offerings, highlighting growth across a range of jurisdictions. The paper has two aims. First, it moves research on NME beyond U.S.-based knowledge by summarizing the Canadian landscape. In doing so, this paper also draws research attention to noncredit NME courses, a format broadly neglected within NME research, but found in a substantial number of Canadian NME offerings. Second, this paper exemplifies how instructor-led pedagogical reflexivity, through the adoption of critical qualitative inquiry, can deepen understanding and analysis of noncredit NME courses.

F3 Paper Session: Nonprofits, Management & Leadership

Chair: Yvonne Harrison, Luther College at the University of Regina

Surviving turbulent environments: strategic planning approaches for the voluntary organization

Isidora G. Sidorovska, University of Waterloo

This paper reviews the need to re-conceive formal, deliberate strategic planning in the nonprofit sector within a more flexible framework. Nonprofits are recognized to operate in highly turbulent environments. However, they are still urged to undertake formal, deliberate strategic planning that is better suited for more stable settings. By examining the specific challenges nonprofits face in turbulent settings, this paper finds that contemporary nonprofit management issues can only be tackled by applying multiple planning modes and combining planned and emergent strategizing.

The Impact of a Theory-Based Online Intervention on Board Self-Regulation of the Governance Process

Yvonne Harrison, Luther College at the University of Regina

This paper reports results of hypotheses tests of the effects of a theory-based online intervention designed to help boards self-regulate the governance process. Data comes from two sources and time periods: 1) 5,487 individuals from 597 organizations who assessed their board's performance (Time 1) using the Board Performance Self-Assessment Questionnaire (BPSAQ) automated within the study intervention known as the Board Effectiveness Survey Application and 2) 121 organizations who completed the Impact of Board Performance Assessment Questionnaire (IBPSAQ) at a second point in time (Time 2) prior to follow-up assessment. Results are presented and discussed along with implications for governance practice and theory.

From Genesis to Metamorphosis: Life cycle stages of non-profit organizations

Nivedita Narain, PRADAN (Professional Assistance for Development Action); Vinitika Lal, PRADAN; Anju Bhaskaran, Indian School for Development Management; Sudhir Sahni, PRADAN; Aruna Pandey, Indian School for Development Management;

In this systematic review, we examine life-cycle models of non-profit organizations, and the benefits of such an approach for the management and leadership of such organizations. From the nine life-cycle models for non-profits identified from the literature, we synthesize a five-stage life cycle. We map these five stages onto the four-decade life journey of an Indian non-profit organization, bringing empirical insights to these life cycle models. The paper suggests conceptual directions that may strengthen the explanatory power of non-profit life-cycle models. Such an approach provides non-profits, and their supporters, a diagnostic framework for anticipating challenges and managing transitions.

FRIDAY, JUNE 5, 2:30-3:30 pm EDT

G1 Paper Session: Collaborations, Partnerships & Mergers

Chair: Julia Fursova, York University

Transforming Monitoring and Evaluation: A Research Collaboration with a Palestinian Community Foundation

Emily Regan Wills, University of Ottawa

This paper presents the outcomes of a participatory research project with Dalia Association, a community foundation located in Palestine, to develop a transformative and critical approach to monitoring and evaluation that meets Dalia's needs and is responsive to community, staff, and funder needs. The project is grounded in the experiences of community-based funders in a variety of countries, as well as Dalia's specific practices, challenges, and strengths.

“Participation - with what money and whose time?” – a community-based perspective on participatory processes

Julia Fursova, York University

This presentation shares key learnings from community-based participatory action research on community member experiences of participation in collaborative initiatives addressing social determinants of health. The proposed paper reflects on issues of power and privilege and discusses power distribution in participatory processes convened by non-profit organisations within the context of health equity and systems change work. Featuring a poem and a mixed-media collage informed by the research and created in collaboration with community members, the presentation invites reflections from academics and practitioners on meaningful community engagement.

“‘I’m abnormally normal here. I feel like I belong’: Discourse analysis of low barrier/harm reduction discourse vs. addiction discourse in a non-profit women’s drop-in”

Heather Smyth, University of Waterloo

This presentation offers a discourse analysis of participant narratives from a community-based research project conducted at a low barrier, harm-reduction, trauma-informed drop-in for cis women and trans people. The qualitative interviews show how marginalized participants see a cause and effect relationship between low barrier policies and the dignity, accessibility, and agency that help them reduce harms and gain connection and stability in their lives. The common language used by participants juxtaposes an emergent emancipatory discourse of harm reduction against dominant stigmatizing discourses of addiction.

G2 Paper Session: Community Economic Development & Community Organizing

Chair: Kunle Akingbola, Lakehead University

Bringing Community Control Back to the Community Land Trust

Graham Hughes, OISE - University of Toronto; Jennifer Sumner, OISE - University of Toronto

Community Land Trusts (CLTs) are democratically governed not-for-profit organizations that hold and steward land for community use. These organizations have their roots in the United States Civil Rights Movement, specifically the sections of the movement fighting for community control and collective ownership. Despite these roots, the primary function of CLTs today is to provide affordable housing, specifically affordable home ownership opportunities. This paper will first explore this trend in the CLT movement within the current historical moment of Neoliberal Capitalism. It will then make the argument for a return to the movement’s roots in community control and collective ownership, and discuss several ways that individual CLTs and the CLT movement can begin to achieve this change.

From Shelter to Vertical Farming: Social Enterprise and Innovation in a Rural Ontario Nonprofit Organization.

Kunle Akingbola, Lakehead University; Salewa Olawoye, York University

The purpose of this research is to examine the processes, interaction and challenges involved in the planning and implementation of a vertical farm social enterprise in rural Ontario non-profit organisations. Specifically, the paper draws on institutional entrepreneurship to examine the relationship between factors that influence the implementation of social enterprise in a rural non-profit organisation. In addition to the industry specific drivers of social enterprise, the social enterprise at HTH was proposed and developed as a result of a number of organizational and external factors. The project illustrates how institutional entrepreneurship, stakeholder engagement and organizational learning can drive innovation and social enterprise.

The Langside Learning Garden

Judith Harris, University of Winnipeg; Lee Anne Block, University of Winnipeg; Alan Diduck, University of Winnipeg; Olivia Michalczuk, Spence Neighbourhood Association

This study of a community-university partnership, is focused on piloting of sustainable urban gardening practices. Communities that have been home to large institutions such as universities and hospitals, have sometimes benefited and often suffered from the effects of the larger neighbour's activities. The partners in this project are undertaking this initiative with the intention of setting a future course that maximizes the mutual benefits of the relationship and ensures that there is meaningful consultation. We provide a meta-analysis of the larger project. Our study, mainly qualitative in approach, analyses records of meetings, key documents, communication and activities undertaken by the two partners, University of Winnipeg and the Spence Neighbourhood Association.

G3 Paper Session: Finance, Governance and Accountability

Chair: Gloria DeSantis, University of Regina

DEI research from the ground up: How Canadian equity-focused grantees experience the implementation of DEI principles at the foundation level

Adam Saifer, PhiLab; Jean-Marc Fontan, UQAM

This paper presents preliminary insights from an ongoing project exploring how Canadian equity-focused grantees experience the implementation of DEI principles at the foundation level. Drawing on semi-structured interviews with leaders from 30 equity-focused grantee organizations, the research aims to: 1) document the challenges faced by grantees within a DEI-driven institutional framework; 2) examine how these challenges are shaped by race, gender, and class; and 3) explore how grantees navigate/respond to these challenges. We aim to generate grassroots insights that will help foundations committed to DEI better support the work of equity-focused grantees via novel approaches to policymaking, programming, and advocacy.

Leading and Lagging Indicators in Canadian Fundraising: A Case Study

Christopher Dougherty, STARS Foundation

Charity managers and boards are under ongoing pressure to reduce overhead, including fundraising, expenses at the same time that the number of donors in Canada is dropping and there are calls for more entrepreneurial approaches to fundraising that look at new funds raised for causes instead of the efficiency of how those funds are raised. Managers and boards are then faced with a challenge: how do they predict and evaluate fundraising success and choose where to spend their limited fundraising capacity?

Surveillance in the Non-Profit Sector: The Case for Information as Property in Privacy Law

Amber Matthews, Western University

Using the example of iWave Information Systems Prospect Research Online (PRO) database, this paper explores how prospect research can be seen as a contemporary form of surveillance on prospective donors. Practices are considered in the context of PIPEDA to demonstrate how legislation has failed to regulate many activities and leaves Canadians with no recourse to protect personal information from secondary-use purposes. A recent decision by Information Commissioner's Office in the United Kingdom (2017) that found these practices were a "serious violation" of privacy will be used to argue that Canada ought to adopt a similar stance and provide greater control over personal information.

FRIDAY, JUNE 5, 4-5 pm EDT

H1 Paper Session: Social Enterprises & Social Entrepreneurship

Chair: Anthony Piscitelli, Conestoga College

'Social' vs. 'Enterprise': A Case Study of Inspirations Studio

Natalya Timoshkina, PhD, School of Social Work, Lakehead University

This paper presents results of an embedded case study of Inspirations Studio, a Toronto-based social enterprise, which teaches marginalized women how to make and sell pottery. The studio's 25-year evolution from a craft collective to a social enterprise to a "ceramics-based program" under the trusteeship of St. Stephens's Community House is examined. The primary focus is on the inherent conflict between social and business goals and aspirations – arguably the most significant challenge faced by all social enterprises – and its impact on the studio's operations.

Selling Social — The experiences of non-profit social enterprises with social procurement and social purchasing

Laurie Mook, Arizona State University; Jennifer Sumner, OISE/University of Toronto; Andrea Chan, University of Toronto; Annie Luk, OISE/University of Toronto

Since their emergence into the non-profit sector in the 1990s, social enterprises have been trying to sell their goods and services to fulfil their social mandate. Customers who buy from social enterprises may be motivated by economic, social and/or environmental reasons. Organizations and institutions have shown increasing interest in leveraging their purchase decisions to promote social value. We will report and discuss our findings from a national study on whether social enterprises are actively capitalizing on the trend towards social procurement and social purchasing, as well as their experiences in working with social procurement and social purchasing.

An Action Research Approach to Social Innovation: Financing Union Sustainable Development Co-operative

Sean Campbell, University of Waterloo; Anthony Piscitelli, Conestoga College; Alex Szaflarska, Wilfrid Laurier University; Domenica De Pasquale, Conestoga College

Union: Sustainable Development Co-operative (USDC) is a new for-profit co-operative that seeks to buy and manage multi-unit residential and commercial properties for the environmental, social, and economic benefit of Waterloo Region. In launching the co-operative, USDC is relying on professional legal and accounting services to provide technical advice while leaving decision making in the hands of the community. During the paper presentation, the challenges associated with creating a social purpose investment co-operative within existing legal and accounting frameworks will be discussed. Consultation methods used thus far and the upcoming approach will be discussed. Feedback will be sought from presentation attendees.

H2 Paper Session: Social Enterprise & Collaboration

Chair: Shirley Thompson, University of Manitoba

Increasing Accessibility to Mental Health Services: Findings from an Impact Assessment of a Social Enterprise

Aaron Turpin, University of Toronto; Micheal L. Shier, University of Toronto; Kate Scowen, Hard Feelings Mental Health

This paper presentation reports on findings from a mixed-methods impact assessment of a social enterprise seeking to reduce barriers to mental health services in Toronto, Ontario. Results highlight opportunities and challenges associated with implementing a novel approach that utilizes a for-profit retail business to provide reduced-cost mental health counselling services for economically disadvantaged groups. Findings from this study will be used to discuss how similar approaches may be utilized to strengthen mental health interventions that adopt a social enterprise model.

What active role can postsecondary education take to reconcile the First Nation housing crisis and youth employment crisis?

Shirley Thompson, University of Manitoba

Postsecondary education that builds students capacity and culturally appropriate homes can help solve the housing crisis on reserves. The Mino Bimaadiziwin partnership is funding 30 local students in Wasagamack and Garden Hill First Nations to design and build homes, learning from a team of builders, architects and engineers. A survey shows these programs are making a difference. To scale these programs up and out requires that the same public post-secondary education funding programs off-reserve be available on-reserve. The current fee-for-service post-secondary education funding model applied to reserves results in 5 to 10 x the price for post-secondary education, creating barriers to community development and to educational attainment.

FRIDAY, JUNE 5, 5:30-6:30 pm EDT

J1 Paper Session: Social Enterprises, Social Entrepreneurship, & Social Innovation

Chair: Aaron Turpin, University of Toronto

Social Enterprise Transcendent: How a Theory of Organizational Form Outcomes Shows Social Enterprise to be the Business of the Future

Bruce Martin, Thompson Rivers University; Sofy Carayannopoulos, Wilfrid Laurier University

We create the foundation for a theory of organizational form outcomes by developing a model of organizational form influence on individual organization outcomes, and propositions that explain the main relationships involved. Among the more surprising findings from this work is that the newest, and least well studied organizational form, Social Enterprise, performs well compared to traditional for-profit ventures, suggesting that an economy built of only social enterprises, and no traditional for-profit only firms might produce the goods and services that societies need efficiently in the future.

Partnership dynamics that support social innovation by nonprofits

Micheal L. Shier, University of Toronto; Aaron Turpin, University of Toronto; John R. Graham, University of British Columbia (Okanagan)

This paper provides results from a nationally focused cross-sectional study of nonprofits (n=838) in Canada that sought to investigate the effects of within-partnership dynamics on nonprofit efforts to implement social innovations. Results show satisfactory reliability and construct validity of the measured latent variables of the newly developed Partnership Dynamics for Social Innovation Scale (CFI = 0.984; TLI = 0.975; RMSEA: 0.048; $\alpha=0.801$). Of the factors measured, results also highlight the significant effects of structure of engagement and clarity of outcomes as key partnership dynamics significantly predicting social innovation implementation by nonprofits. The findings have implications to support successful partnership engagement involving nonprofits.

Theory meets practice: An Artificial Intelligence literature review engine for Social Innovation projects

Rahil Adeli, Simon Fraser University, Meg Holden, Simon Fraser University

The presentation introduces a prototype Artificial Intelligence literature review engine for social innovation projects in the philanthropic sector. This engine uses a dataset of selected social innovation articles collected in this research, as the input, and offers a customized dataset of selected ranked papers useful for the subject of a social project. The engine facilitates the process of finding the most relevant publications that contribute to academic evidence for designing the pathways for changes the project is intended to create. Moreover, an

encompassing picture of research themes and trends in the academic literature of social innovation is built and introduced with the help of bibliometric analysis and data analytics techniques.

J2 Paper Session: Public Policy, Government Relations & Contracting

Chair: Kunle Akingbola, Lakehead University

How does the DAE Strengthen Farmers' Innovation Networks to Adapt Rice Cultivation to Flash Flooding in Bangladesh?

MD Kamruzzaman, Australian National University; Katherine A. Daniell, Australian National University; Ataharul Chowdhury, University of Guelph; Steven Crimp, Australian National University

This paper examines how the Department of Agricultural Extension (DAE) in Bangladesh has been supporting innovation networks of farmers to adapt rice cultivation to flash flooding in Bangladesh. Agricultural innovation and social network theory were used to analyse data that were collected from farmers located in the north-eastern part of the country. The findings indicated that the DAE supported farmers to develop innovation networks mostly for agronomic practices and less for harvesting activities. DAE, to a large extent, connected farmers to formal actors, such as research organizations, as well as to advisory organizations.

Grameen Krishi Foundation (GKF) and its donor's contribution to Deep Tube-well irrigation-based rural agricultural community development in Northern Bangladesh

Kazi Abdur Rouf, York Center for Asian Research (YCAR), International Visiting Scholar, Indiana University Bloomington

This presentation explores the relationship among the key stakeholders' roles Grameen Krishi Foundation, and its funding donor United Nations Capital Development Fund (UNCDF), the roles of Government of Bangladesh and their impact to Northern Deep Tube-well (DTW) irrigation farmers crop production and community development in Bangladesh in 1991-1998.

FRIDAY, JUNE 5, 6:30-7:00 pm EDT

CLOSING AND NEXT STEPS

See you next year in Edmonton!

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