THE POLITICS OF UNITY | Change Matrix

	Legal tools	Fiscal tools	Programs	Staffing	Public information	Governance Structure Process	Process Tools	Community	Business/Industry
CHANGE GOAL	Laws, regulations codes, policy, procedures. What rules support the change goals?	Taxes, fees, incentives, disincentives, levies, loans, grants, tax credits, spending priorities. What fiscal tools support the change goals?	Government programs, funded programs. How should programs change to support your goal?	Roles, job description, number staff, vacancy management, mentoring, succession planning, secondment, early retirement, collective bargaining, contracts, service agreements affirmative action. What staffing is necessary to support your goal?	Education, information, social marketing, advertising, engagement strategies. How do we engage the public to support the Change goals?	Boards, commissions, joint committees, inter-agency alliances, cross-department groups, regulatory review committees. How do we move to participatory governance ensuring community is at the table?	Consultation, collaboration agreements, co-management, terms of reference, impact assessments, strategic plans, SWOT and asset mapping, inquires, task forces, working groups, collective bargaining, policy & program evaluation. What partnerships are needed?	What community partners are needed as allies and how can they support? Community sector Change Matrix is needed.	What business and industry partners are needed as allies and how can we ensure their support? What does private sector support look like? Business sector Change Matrix.
ISSUE / POLICY OBJECTIVE Ex Raise incomes people in lowest income bracket									