

Outcome & Indicator	Activity	Target(s)	Performance Indicator(s)	Who is Responsible
Families have more knowledge about available services and options.	<ul style="list-style-type: none"> Provide resources to LGBTTIQ population, family and allies in person, online or by phone. 	25 individuals provided with resources	Number of engagements	ED
	<ul style="list-style-type: none"> Information resources are provided through website 	150 engagements	Number of digital engagements (unique website visitors, social media, newsletter subscribers, content downloads, etc.)	ED
Families have improved quality of life.	<ul style="list-style-type: none"> School'sOut! program is implemented 	6 School'sOut! sessions will be provided from June – August 2019 6 – 8 students will be part of School'sOut! summer program	75% of School'sOUT! Program attendees report satisfaction with program's objectives.	ED & Canada Summer Job Students
	<ul style="list-style-type: none"> Programming developed for Educators who serve LGBTQ youth 	2 programs developed	Number of programs developed	Canada Summer Job Students and ED
	<ul style="list-style-type: none"> Programming delivered for Educators who serve LGBTQ youth 	2 programs delivered	75% of program participants report satisfaction with program's objectives	Diversity Trainers, Volunteers and ED
	<ul style="list-style-type: none"> Diversity training is provided 	8 diversity training sessions 6 information sessions	75% of diversity training participants report satisfaction with program's objectives. 75% of participants attending information session report being better informed about topic being presented and WPC's role in that topic.	ED & Diversity Trainers

<p>People know more about counselling and support options available to them</p>	<ul style="list-style-type: none"> Information and Referral is implemented 	<p>50 referrals are made to agencies and/or service providers</p>	<p>Number of individuals who know about family support services</p> <p>Number of individuals who have needed and used family support services</p>	<p>ED</p>
<p>Fewer people experience barriers to counselling and supports</p>	<ul style="list-style-type: none"> New partnership between Windsor Pride Community and Family Services Windsor-Essex to be established 	<p>Partnership to begin by July 30, 2019</p>	<p>Signed partnership agreement</p>	<p>ED</p>
	<ul style="list-style-type: none"> Mental health and wellness support group developed for LGBT clients receiving counselling at FSWE 	<p>10 FSWE clients enrolled in program</p>	<p>75% of participants report satisfaction with group's objectives</p>	<p>ED and FSWE</p>
	<ul style="list-style-type: none"> 20 FSWE Counsellors receive training to better support LGBTQ clients 	<p>20 Counsellors trained</p>	<p>75% of counsellors trained report being better able to support clients through training.</p>	<p>ED and FSWE</p>
	<ul style="list-style-type: none"> Digital marketing campaign developed for LGBTQ clients seeking counselling 	<p>New content added to Windsorpride.com and social media platforms</p>	<p>Number of digital engagements (unique website visitors, social media, newsletter subscribers, content downloads, etc.) produced by digital marketing campaign.</p>	<p>ED and FSWE</p>
	<ul style="list-style-type: none"> Mental health and wellness "mobile resource centre" developed for LGBTQ residents in Essex County 	<p>6-8 locations identified throughout Windsor-Essex county</p> <p>3-4 visits per location</p>	<p># of participants who access the mobile resource centre</p> <p>75% of participants report being better informed about available mental health and wellness resources.</p> <p>30 - 50% of participants report accessing a new resource</p>	<p>ED and FSWE</p>

	<ul style="list-style-type: none"> Peer Support Groups are provided by WE-Trans 	24 groups are delivered by WE-Trans over the year	Performance indicators to be tracked and reported by W.E. Trans	W.E. Trans
Admin	# of grants written	5-7 grants submitted	50% of total grants submitted are approved.	ED & Board
	# of partnerships developed	5 MOUs or Agreements signed with external agencies for programming-related tasks	75% of agencies report feeling satisfied working with WPC.	ED
	# of volunteers and community members engaged	15 persons recruited to: join the board, a committee, or volunteer with events and/or programming.	75% of volunteers and community members report feeling satisfied volunteering for WPC. 75% of volunteers and community members would recommend a volunteer role at WPC to a friend or colleague.	Board
	Board-level Fundraising Committee created	5 members (including 1-2 board members) serving on committee.	2 fundraising campaigns developed	Board