MigAct Theory of Change
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Introduction

MigAct is a community-driven organization based in Prague, committed to fostering an inclusive environment where residents—whether of migration backgrounds or Czech-born—can actively participate in civic life.

We create collaborative spaces, provide educational activities, and offer multilingual resources to meet the practical needs of individuals and organizations. We engage in reducing barriers to full civic participation, guided by the values of cooperation, equity, responsibility, and active participation.

As a diverse community of individuals, organizations, and institutions, we believe in co-creating and actively involving our supporters in our development and programs. Building on these values, this document outlines the context and foundational approach behind MigAct's Theory of Change.

Theory of Change Elements

Our Theory of Change narrative consists of the following key elements:

A. *Rationale*: "Why are we doing this?" This explains the core problem being addressed and the reasoning behind the effort. It establishes the "why" behind the change initiative and frames the overall purpose.

B. *Assumptions*: "What are we counting on to be true?" These are the beliefs or conditions we assume (or expect) to be in place for the plan to succeed. They often remain unspoken but are crucial for success.

C. *Risks*: "What could go wrong?" This identifies obstacles, uncertainties, or threats that could derail the effort. Risks help people think ahead about what might disrupt progress and how to address it.

D. *Inputs*: "What resources do we have or need?" These are the ingredients for change that are required to make things happen.

E. *Activities*: "What will we do?" These are the concrete actions and interventions being carried out to achieve the goal — the "to-do list" of the project or initiative.

F. *Outputs*: "What immediate results will we see?" These are the direct, measurable products or deliverables which flow from the Activities. If activities are "what we do," outputs are "what we produce".

G. *Outcomes*: "What changes will happen because of it?" These are the medium-term effects on participants or communities. Unlike outputs (which are immediate),

outcomes reflect shifts in knowledge, behavior, skills, and/or conditions.

H. *Impact*: "What is the big-picture change we're aiming for?" Impact is the long-term, ultimate change in society, policy, or systems that happens as a result of the effort. It's the "why it all matters" result at the end of the chain.

Together, these 8 elements map out a pathway from "problem" to "solution," showing how actions and resources will lead to meaningful change.

MigAct Problem Statement

In Prague, people with migration backgrounds face significant challenges in fully engaging in civic life due to barriers such as language, limited resources, and lack of accessible information. These obstacles limit meaningful participation, with migrants often feeling the impact more acutely due to language and cultural differences.

MigAct works to bridge these gaps through targeted outreach, educational support, multilingual resources, and advocacy for systemic change.

The organization understands the diverse motivations behind civic engagement and aims to create pathways that resonate with individuals' personal and migration experiences. While MigAct cannot address all systemic barriers, it is committed to reducing immediate obstacles by improving access to resources and encouraging collaboration.

Theory of Change Narrative

A) Rationale

People from migration backgrounds in Prague face systemic barriers to full civic participation due to language, limited access to resources, and a lack of inclusive spaces for engagement. These obstacles fragment communities, limit meaningful participation, and hinder individuals' ability to influence decision-making processes.

MigAct addresses this challenge by fostering an inclusive environment where residents— whether of migration backgrounds or Czech-born—can actively participate in civic life. Through collaborative spaces, educational activities, multilingual resources, and targeted outreach,

MigAct works to reduce barriers, strengthen connections with local civic institutions, and ensure that all residents have equitable opportunities to engage. It offers education, volunteer opportunities, and community events to help people get involved in civic life. This creates a framework for everyone to take part and shares responsibility for their community.

B) Assumptions

Reducing barriers to civic participation for people from migration backgrounds relies on the belief that inclusive spaces, multilingual resources, and advocacy efforts can empower individuals to engage more fully. This approach assumes that collaboration between residents, civic institutions, NGOs, and local districts is both feasible and essential for sustained impact.

It presumes that community organizers, participants, and stakeholders will actively engage in workshops, training, and events, finding the content relevant and applicable. MigAct also assumes that fostering cooperation across diverse groups and maintaining inclusive event design will create conditions for stronger social ties, more effective outreach, and broader participation. Lastly, it depends on the capacity of local districts, partner organizations, and community members to support and sustain ongoing initiatives.

C) Risks

MigAct recognizes several key risks that could affect its efforts to reduce barriers to civic participation. One significant risk is resource scarcity, where limitations in funding, volunteer capacity, or material resources could hinder the organization's ability to sustain and expand its initiatives. Additionally, despite efforts to create inclusive spaces, there is a risk of community disengagement, as individuals may not engage fully due to lack of interest, competing priorities, or perceived irrelevance of the activities.

Another challenge is stakeholder disinterest, where collaborative efforts may be limited by a lack of alignment between key stakeholders—such as local institutions, community groups, and government bodies—leading to weak partnerships or lack of necessary support. Organizational overload is also a concern, as MigAct's reliance on volunteers and freelancers could strain resources, leading to role overlap, unclear accountability, or burnout, which may affect the quality and continuity of initiatives.

Finally, political and external opposition presents a risk. Legal restrictions on political participation and potential resistance from external entities, such as media or political groups, could limit the effectiveness of MigAct's advocacy and community-building efforts. These risks underscore the challenges of implementing long-term, impactful change and highlight the need for ongoing adaptation, resource management, and stakeholder engagement.

D) Inputs

To achieve MigAct's mission of fostering civic engagement, reducing systemic barriers, and promoting inclusion, a range of essential resources, capacities, and relationships must be in

place. These "Inputs" form the foundation for MigAct's work, ensuring the organization can deliver on its commitments and sustain its impact over time.

At the core of MigAct's approach is its reliance on skilled human resources. The organization needs a team with expertise in multilingual communication, community facilitation, and educational outreach. This team must be trained in best practices for inclusion and diversity, equipped to navigate cultural sensitivities, and able to provide value-based decision-making support. Beyond the internal team, MigAct depends on partnerships with aligned organizations, civic institutions, and community groups to co-create solutions and strengthen local engagement. These relationships expand the scope of MigAct's influence, ensuring broader community buy-in and shared accountability for change.

Physical and operational resources are equally vital. Dedicated meeting spaces, inclusive event venues, and "safe" spaces for open dialogue are essential for fostering collaboration. Capacity-building tools, training programs, and facilitation expertise are necessary to support both people with migration backgrounds and the civic institutions MigAct seeks to engage. Tools to measure progress—such as systems for evaluation, tracking, and transparent reporting—are crucial to ensure accountability and effective adaptation to community needs. Finally, financial resources are key. These include funding to support new hires (especially in HR, IT, and communications), sustain event-based engagement, and maintain collaborative spaces where community participation can flourish. Taken together, these inputs—people, partnerships, physical spaces, operational tools, and funding—form a comprehensive support system for MigAct's ongoing and future initiatives.

E) Activities

MigAct's activities are designed to foster civic engagement and reduce barriers to participation through a range of collaborative, capacity-building, and evaluative efforts.

Community Engagement is central to MigAct's approach. Facilitators and organizers help communities create solutions together, with support from partners and relationships. Ongoing outreach and relationship-building efforts build trust. This makes it easier for people to feel welcome, encouraged, and excited about participating in our activities.

Capacity Building and Training relies on skilled trainers, mentors, and knowledge capital to provide impactful training. Partnerships with mentors and post-training support networks

ensure long-term success. These activities also strengthen MigAct's ability to build and maintain strategic partnerships.

Strategic Partnerships and Outreach focus on building relationships with institutions, organizations, and community leaders through human and relational capital. Nurturing long-term partnerships requires time, effort, and a shared commitment to social change.

Monitoring, Evaluation, and Feedback ensures that programs meet community needs through data collection and analysis, relying on knowledge capital and trained staff. Community feedback helps refine programs and aligns them with evolving needs.

Advocacy and Public Engagement will grow from our outreach, community discussions, and other activities that inform and educate others and ourselves.

F) Outputs

As a direct result of its activities, MigAct's outputs will foster civic engagement, reduce barriers to participation, and build a more inclusive society. These essential steps represent real results that support long-term community transformation.

Collaborative Spaces allow relationships, trust, open and honest communication, and collective action to thrive. MigAct provides safe, supportive, and structured actions for collaborative spaces which include in-person, online, and hybrid actions. These actions reach people in Prague across language, cultural, and geographic boundaries. These connections allow individual expression and social connection for people with migration backgrounds and Czech-born residents. This larger sense of collaboration and space is essential for building social ties among diverse groups for lasting community impact.

Community Networking involves information exchange, resource sharing, and collaborative action. MigAct continuously expands relationships among people and organizations committed to local actions and civic activity. Strengthening the capacity of communities to involve diverse voices leads to larger-scale and longer-term civic participation.

Training, Capacity Building, & Leadership Development give individuals the skills and knowledge needed to take on leadership roles within their communities. MigAct's efforts give people with migration backgrounds a chance to become an active part of Prague's civic life.

Monitoring, Reporting & Documentation ensures that our actions are effective and serve the actual needs and interests of our member audience. MigAct commits itself to collecting, analyzing, and reporting data in a fair and responsible manner that adds value to its participants and members.

Growing Referrals/Outreach reflects MigAct's presence as a relevant, credible, and vibrant community resource. As participants attend one or more events, they improve their networks

and sense of self as part of Prague itself. Their positive experiences, in turn, encourage others to learn more and join our effort.

Bilingual Resources reinforce MigAct's commitment to inclusion and diversity. We aim to make our information available to the largest audience possible. We also aim to make our resources usable to our audiences. Improving access to community information, as well as information quality, makes it easier for individuals with migration backgrounds to navigate civic life and find connections with their communities

G) Outcomes

The outcomes of MigAct's efforts will lead to significant shifts in how both migration-background and Czech-born residents interact with their communities. Through its initiatives, MigAct will foster *Community Engagement and Participation*, creating a more cohesive network of individuals, organizations, and institutions working towards inclusive civic engagement. As awareness of diversity grows and inclusive language becomes more widespread, communities will become more open, breaking down barriers to full participation.

These shifts will drive *Knowledge Development* as individuals and communities gain the tools, skills, and confidence to contribute to civic life. The result will be *Civic Participation and Stakeholder Engagement,* with greater representation from residents with migration backgrounds in decision-making processes and community actions. Over time, this will lead to a more empowered and engaged community, where diverse voices are not only heard but actively shape the social, political, and cultural landscape of Prague—driving systemic change and fostering a sense of belonging for all residents, especially those with migration backgrounds.

MigAct's work will also strengthen *Community Awareness and Relationships*. By building trust and collaboration across diverse groups, the organization will help establish lasting connections that transcend cultural and social divides. This will create an environment of Collaboration and Partnerships, where cross-sector initiatives flourish, and stakeholders from all sectors — including CSOs, businesses, and local authorities — work together for lasting change.

On a broader scale, these outcomes will result in *Community Enhancement and Empowerment*. As MigAct's influence grows, it will be recognized as a leader in promoting inclusive civic engagement and intercultural understanding. The organization will help cultivate a more integrated society, where diverse residents can engage more fully in all aspects of civic life.

Overall, these outcomes are a direct result of MigAct's outputs, such as collaborative spaces, multilingual resources, and capacity-building workshops. Each output contributes to one or more of these outcomes, creating a cycle of social change. The creation of collaborative spaces fosters sustained engagement and strengthens relationships, while

multilingual resources remove barriers to participation. Similarly, training and capacity-building support the development of community leadership and advocacy.

By focusing on both short-term outputs and long-term outcomes, MigAct ensures that each initiative leads to lasting, meaningful change. This process reinforces the foundation for a more inclusive, engaged, and empowered Prague, where all residents can contribute to their community and society at large.

H) Impact

MigAct's long-term impact centers on fostering a more inclusive, participatory civic environment, where people from all backgrounds, particularly those with migration experiences, have equal access to civic and political processes. This will result in Improved *Neighborhood and Community Inclusion*, where diverse communities are connected and residents feel a stronger sense of belonging and ownership.

The transformation achieved through these efforts will also lead to I*ncreased Participation in Institutions, Systems, and Processes of Civic and Community Life*. This increased engagement will strengthen the civic fabric of Prague, ensuring that the voices of all residents, especially those with migration backgrounds, are meaningfully represented in decision-making.

At the core of this change is *Civic Innovation*, where new models of community-driven action emerge, breaking down traditional barriers and creating more dynamic, adaptive civic systems that truly reflect the needs of diverse populations.

Next Steps

To put this Theory of Change into action, the next steps will focus on aligning resources, securing key partnerships, and beginning targeted interventions. We will:

- Begin by strengthening cross-sector collaborations, with a focus on local organizations and community leaders.
- Launch capacity-building initiatives tailored to individuals with migration backgrounds, ensuring they have the tools needed to engage meaningfully in civic and political processes.
- Create and sustain feedback loops to monitor progress, ensuring that the actions and outcomes align with the vision laid out in this Theory of Change.
- Continue to engage stakeholders in ongoing discussions to refine and adapt strategies, ensuring long-term sustainability and impact.

These steps will lay the foundation for a more inclusive and connected society, moving from vision to reality through collective action and sustained commitment.