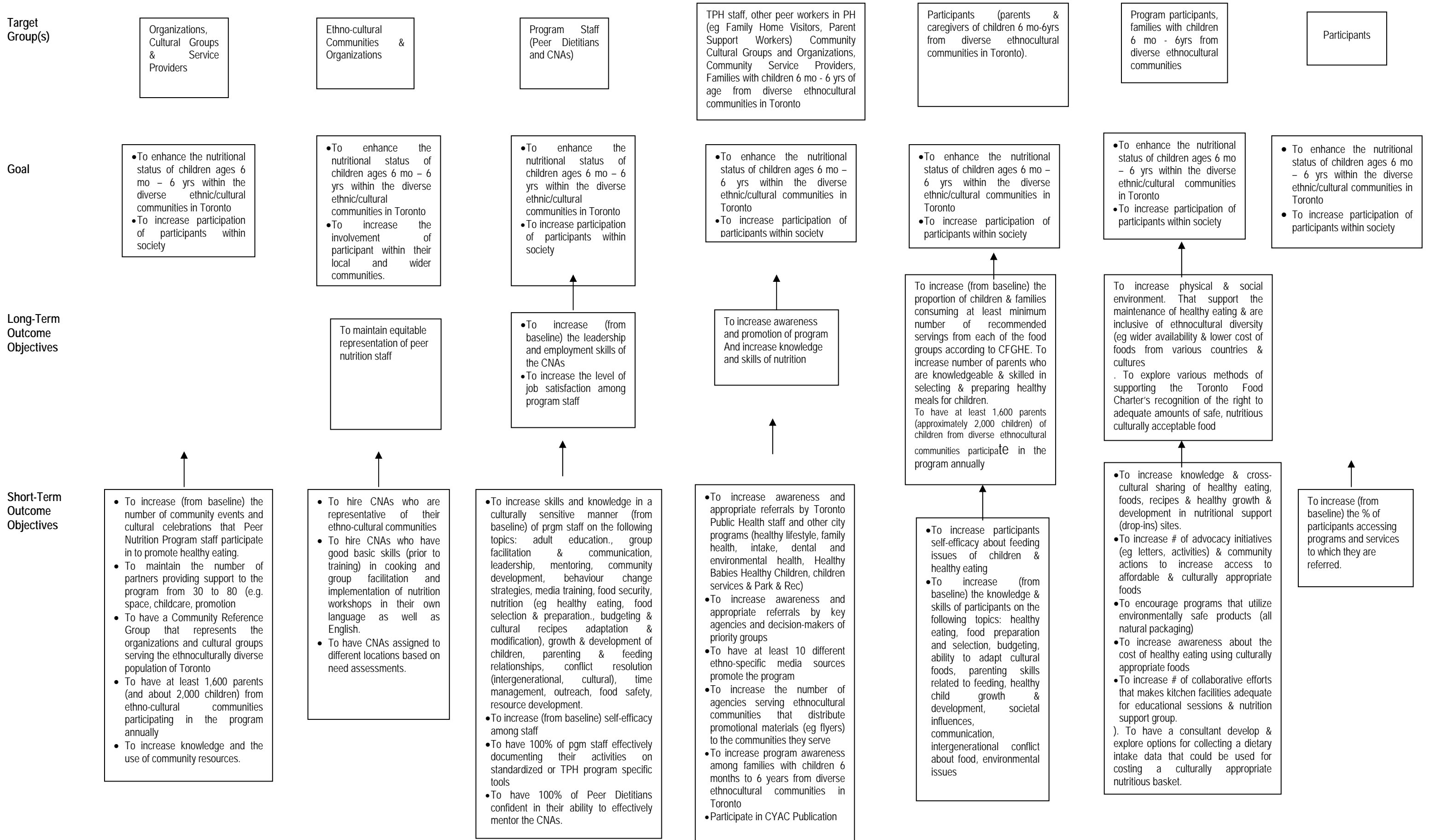


Peer Nutrition Program Working Logic Model – December 2001



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Strategies or Components

Partnerships and Community Engagement

Community Nutrition Assistant (CNA) Recruitment and Selection

Peer Nutrition Program Staff Development

Outreach and Promotion

Nutrition education & skill building

Environmental Support & Advocacy & Community Gardening

Referrals to Other Programs

Program Activities

- The Peer Nutrition Manager, City-wide Implementation Workgroup (CIW) and the Community Health Officer (CHO) will develop a Community Reference Group (CRG) to provide guidance on the implementation of the program.
- The Peer Nutrition Manager, CHO, CIW and the CRG will identify and establish potential partners (e.g. Toronto Housing, Park & Rec, Food Action Committee, Settlement Agencies, Community Groups and other community-based organizations) for participation in the program development (e.g. space).
- The Peer Nutrition Manager, Dietitians, CHOs and the CRG will conduct community consultations to assist in program development.
- Policy and Planning, CIW and CHO will conduct regular community-based needs assessments at each site periodically
- The Dietitians and the Community Nutrition Assistants (CNAs) will participate, where appropriate, in activities of community agencies.
- The Dietitians and CNAs will participate in community events and cultural celebrations to foster healthy eating.
- The CRG, CNAs and Dietitians will facilitate the sharing of knowledge of community resources (e.g. local cultural food stores, libraries, health centres, etc.)
- The Peer Nutrition Manager, CIW & CHO in partnership with the CRG will establish terms of reference for the

- The CHO and the Peer Nutr Mgr will conduct community consultations with representatives from ethno-cultural communities.
- The Peer Nutr Mgr, the Human Resources Consultant and the Health Planning unit will identify priority communities based on Access and Equity census data, immigration landings, refugee claims, income level, education, birth rate and availability of community programs in different geographical locations.
- The Peer Nutr Mgr and Human Resources will develop a job or role description for the CNA positions.
- Human Resources will advertise the CNA positions in local cultural community newspapers, agencies and service providers.
- The Peer Nutr Mgr and Human Resources will develop screening criteria for selection of candidates (e.g. language ability, group facilitation skills, cooking skills).
- The Peer Nutr Mgr and other Public Health Mgr will interview applicants in a 3-step process: an oral and written interview as well as a cooking demonstration.
- The Peer Nutr Mgr will hire CNAs based on criteria.
- The Peer Nutr Mgr will assign CNAs to different geographical locations.
- The Peer Nutr Mgr, Policy and Planning and Human Resources will conduct a need assessment to determine staff allocation.

- The Peer Nutrition Mgr and Education & Training Wrkgrp will facilitate and provide ongoing training and development (eg through in-service training, workshops, conferences and literature review) to prgm staff on the following topics in a culturally sensitive manner: adult education, group facilitation & communication, leadership, mentoring, community development, behaviour change strategies, media training, nutrition (eg healthy eating, food selection & preparation, budgeting, cultural recipes adaptation & modification), growth & development of children, parenting & feeding relationships, conflict resolution, time management,, food security, outreach, food safety, resource development and adaptation, safety data collection, computer.
- The Peer Nutrition Mgr & Education Training Workgroup facilitate and provide ongoing training on documentation and record-keeping.
- The Peer Nutrition Mgr and HBHC coordinate and provide the Peer Dietitians with skills for mentoring and supporting the CNAs.

- The Peer Nutrition Mgr, Local Implementation Wrkgrp and the CHOs will use communication strategies to promote the pgm (eg distribution of flyers, presentations, media) and encourage appropriate referrals
- The CNAs and the Dietitians will use role models in the community to promote the program
- The CNAs and Dietitians will facilitate promotional workshops for cultural organizations and community groups.
- Training TPH staff and agencies to receive training for peer nutrition staff.
- Attend editorial board meeting of CYAC

- The CNAs will facilitate & provide education workshops in a series of 6-10 sessions (1-2 hrs) for groups of 10-12 that are culturally & linguistically sensitive on the following topics: healthy eating, food preparation & selection, budgeting/ food security, recipe adaptation/ development, parenting skills related to feeding, healthy child growth & development, societal influences, communication, inter-generational conflict about food, environmental issues.
- .The CNAs, Dietitians, Education & Training Workgroup, communication and multicultural consultants will adapt, develop & translate appropriate. Educational materials with sensitivity towards faith, culture & literacy level.

- The CNAs, Dietitians, CHO, Food Policy Council & Community Reference Group will advocate for improved access & affordability of ethnoculturally appropriate foods (eg Halal foods, root vegetables)
- The Peer Nutrition Pgm Mgr, the Food Policy Council, CNAs, Dietitians & Community Reference Grp will investigate opportunities to support the increased production & distribution of culturally appropriate foods
- The Peer Nutrition Pgm Mgr, CHO and city-wide Implementation Workgroup will work with the other city staff to identify opportunities to expand food initiatives, improve kitchens in the City Social Housing, Parks & Recreation and other partnering agencies
- Provide food vouchers to participants