

Invisible No More Project: Progress Tracking & Optimization Framework

**One-Pager of Evergreen Evaluation Strategy for INM Report Card
June 2026**



The Invisible No More (INM) Project is developing a participatory, collaborative, evidence-based framework (Evergreen Evaluation Strategy for INM Report Card) to help government partners optimize service delivery and accelerate meaningful implementation of the recommendations from the 2024 parliamentary report *Invisible No More. Experiences of Canadian Women Veterans*.

Methodology & Approach

Our participatory research method maps and codes women Veterans' testimony—detailing desired government actions, results, and impacts—to define what success would look like. These indicators are translated into recommendation-specific assessment rubrics, ensuring evaluation is grounded in the experiences of those impacted.

Dimensions of Implementation Assessment

The framework assesses implementation across 9 practical dimensions which fall into 3 areas:

- **Strategic Alignment:** Action—Adoption—Fit—Fidelity
- **Systemic Integration:** Coordination—Sustainability
- **Representation & Clarity:** Women Veteran Centred—GBA+ Aligned—Demonstrated Outcomes

Assessment Process

Informal Review: Initial plain-language assessment (*Not Started, Underway, Partial, Substantial, or Completed*) based on collaborative information-sharing with government

Formal Validation: Report Card validated by independent reviewers to ensure objectivity

Success Benchmark: Complete when 80% or more alignment across the nine indicators

A Tool for Constructive Dialogue

This framework is intended to support constructive, transparent dialogue between Veterans, researchers, government, and service providers. This is a partnership-based tool; by identifying implementation gaps and opportunities early, we provide an evidence base that assists government partners in optimizing service delivery and achieving the institutional reforms promised to our Veterans.

We welcome the opportunity to share our evolving indicators with department officials to ensure our assessment of progress remains firmly grounded in operational realities.

We invite interested parties to engage with this methodology to ensure a shared understanding of success metrics and encourage ongoing use of this tool. We are available for a short briefing on how this framework can support your team's implementation goals.

For More Information on the INM Project: <https://www.msvu.ca/InvisibleNoMore>
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