**Theory of Change Planning Tool**

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| On what bargaining issue would you like to see change? (challenge) |
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| What do we want to accomplish? (Y) |
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| How can digital organizing help support this change? (X) |
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| What might be a theory of change related to this issue? (if we do “x” we can expect to see “y”) |
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| If your tactic(s) is/are successful, what specific measurable change do you think/hope you might see? |
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