



April 1, 2012 – March 31, 2013

# Community Achievement Report



Funded by:



Citizenship and  
Immigration Canada

Financé par:

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Immigration Canada

Co-led by:



United Way  
London & Middlesex  
Change starts here.



London  
CANADA

Prepared by:

Huda Hussein, Project Coordinator

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## **I. ABOUT THE LONDON & MIDDLESEX LOCAL IMMIGRATION PARTNERSHIP (LMLIP)**

The London & Middlesex Local Immigration Partnership (LMLIP) is one of 34 Local Immigration Partnerships in Ontario funded by Citizenship and Immigration Canada. The work of the LIPs across Ontario is supported by the Ontario Ministry of Citizenship and Immigration as well as the Association of Municipalities in Ontario (AMO).

With the establishment of the LMLIP Council in 2010, which includes a Central Council and six issue specific Sub-councils, LMLIP Council has made a concerted effort to bring together a cross section of the community: including business, community services, volunteers and immigrant representatives through local discussions, to hear the perspectives of multiple voices and plan accordingly. These consultations resulted in our *Community Immigrant Strategic Plan* which was submitted to Citizenship and Immigration Canada in June 2010. For the last three years, LMLIP Council has coordinated the delivery of integrated services, facilitated the development of target services and provided the opportunity for cross sectors to collaborate and partner for better outcomes for immigrants.

This report highlights the work undertaken by our community in the last year to advance our community's Plan. LMLIP Council and close to twenty work groups contributed close to a total of 350 hours, (compared to close to 250 hours last year). These hours reflect meeting times of all the LMLIP Council with its six Sub-councils, the planning meetings of work groups, project team meetings, events organized by LMLIP work groups, and the last community event. Close to 400 individuals, from across sectors, have invested their time, expertise and knowledge to further advance some of the strategies identified by our community in the Plan.

LMLIP will continue the journey with the ongoing engagement of our community partners to welcome and engage immigrants.

*The achievements reflect the following five overarching outcomes of our Community Immigrant Strategic Plan:*

## II. OUR COMMUNITY ACHIEVEMENTS

### Community Immigrant Strategic Plan - Overarching Outcomes:

1. **Supports and Services for Immigrants:** Immigrants have increased access to supports and services to ensure that they can successfully participate in all aspects of the community
2. **Communication and Access to Information:** Immigrants have increased access to information about available services, cultural expectations and how to access services and supports to successfully use the system in the community
3. **Host Community:** London and Middlesex residents are exposed to, educated about and engaged in understanding and accepting diverse traditions, behaviours and experiences of all the cultures that make up the community
4. **Supports for Service Providers:** Service providers and volunteers have increased access to sustainable funding, information on supports to collaboration, diversity training and resources to ensure timely, effective and responsive services for immigrants
5. **Advocacy/Systemic Change:** Reduction of systemic barriers (i.e., local, provincial, federal and host community) that impede immigrants' ability to successfully engage in the community

Defined Action Steps from Strategic Plan	Progress to Date	Overarching Outcome(s)
<b>A: LMLIP Central Council</b>		
<b>Governance &amp; Partnerships</b>	<p>Initiated new partnerships with school boards</p> <p>Continued coordinating with city-wide initiatives and providing input for better outcomes for immigrants. Participated in and provided input to the London Cultural Prosperity Plan, London Homeless Coalition and the Age Friendly Task Force</p> <p>Regularly connected with Southwestern Ontario LIPs to ensure that best practices are shared and engage them in sharing the Position Paper with the Faculties of Education in their jurisdictions</p> <p>Convened System Partners (i.e., London Police Service; Middlesex-London Health Unit; Thames Valley District School Board (TVDSB); London District Catholic School</p>	All

Defined Action Steps from Strategic Plan	Progress to Date	Overarching Outcome(s)
	Board (LDCSB); Conseil scolaire de district des écoles catholiques du Sud-Ouest; Conseil scolaire Viamonde; London Public Library; London Health Sciences Centre; St. Joseph's Health Centre; City of London) to share and learn about opportunities and anticipated challenges in the community, in supporting the integration of immigrants	
<b>Engaging the Host Community</b>	Strategic engagement of media partners: established partnership with Rogers TV, held Editorial meetings with the London Free Press and the Londoner	Advocacy/Systemic Changes Host Community
<b>Advocacy/Systemic Changes - To reduce systemic barriers that impede immigrants' ability to successfully engage in the community</b>	<p>Collaborated and consulted with community partners to address a local issue. Based on consultations, made a submission to the Accommodation Review Committee, TVDSB with regard to the closure of the Lorne Avenue Public School, highlighting some recommendations concerning the 400 ESL learners at the school</p> <p>Public education through March 27, 2013 Community Event, <i>From Policy to Practice: Local Solutions to Ensuring a Welcoming Community</i>, attended by close to 300 individuals</p> <p>Presentations to educate, engage and inform the community about the LMLIP and its work with the community to create a welcoming city and region (i.e., London Teaching English as a Second Language Conference; the Kiwanis at the Mocha Shriner; and London Diversity and Race Relations Advisory Committee)</p>	Advocacy/Systemic Changes
<b>B: LMLIP Education Sub-council</b>		
<b>Welcome and engage parents in the school experience</b>	<p><i>Welcoming All Voices</i> resource and training material to welcome, involve and engage newcomer parents has been offered at schools; presented at an international conference, "On New Shores", in Toronto</p> <p>Partners include: Middlesex-London Health Unit; Newcomer Settlement Services; South</p>	<p>Supports and Services for Immigrants</p> <p>Communication and Access to Information</p>

Defined Action Steps from Strategic Plan	Progress to Date	Overarching Outcome(s)
	<p>London Neighbourhood Resource Centre; Cross Cultural Learner Centre; Access Centre for Regulated Employment; LUSO Community Services, Thames Valley Council of Home and School Associations; Child and Youth Network; Chinese Canadian National Council - London Chapter; Thames Valley District School Board; and a member at large from the Spanish speaking community</p>	
<p><b>Coordination between education and employment sectors to enhance the employability of immigrants</b></p>	<p>The Employment and Education Sub-councils are in conversation about how to use the recent <i>Labour Market Information</i> to raise awareness in the education sector on labour market needs</p> <p>Information on train the trainer delivered by the Employment Sector Council London-Middlesex for job seekers and career development practitioners to learn a standard approach to using the <i>Labour Market Information</i>, shared with service providers from the two sectors (i.e., employment and education)</p> <p>Partners include: WIL Employment Connections; London Economic Development Corporation; Elgin Middlesex Oxford Workforce Planning and Development Board; Collège Boréal; Newcomer Settlement Services, South London Neighbourhood Resource Centre; Thames Valley District School Board; and a volunteer from the Eritrean community</p>	<p>Supports and Services for Immigrants</p> <p>Advocacy/Systemic Changes</p>
<p><b>Support Teachers in meeting the needs of the changing demographics in their classrooms</b></p>	<p>Developed a Position Paper <i>Ontario Pre-service Teacher Education: The Case for Equity, Inclusion and Diversity Training</i> which was submitted to the Ministry of Education, Ministry of Training, Colleges and Universities and all Faculties of Education at universities across Ontario</p> <p>Partners include: Peterborough Partnership Council on Immigrant Integration; Middlesex-London Health Unit; Chinese Canadian National Council - London Chapter; Child and Youth Network; and Collège Boréal</p>	<p>Supports and Services for Immigrants</p> <p>Advocacy/Systemic Changes</p>

Defined Action Steps from Strategic Plan	Progress to Date	Overarching Outcome(s)
<b>C: LMLIP Employment Sub-council</b>		
<p><b>Enhance the link between immigrants and London-Middlesex employers leading to successful employment</b></p>	<p>With the London Middlesex Immigrant Employment Council (LMIEC), conducted a mentoring recruitment event with staff and managers of the City of London that connected employers and immigrant job-seekers</p> <p>Partners include: WIL Employment Connections; LMIEC; and the City of London</p>	<p>Supports and Services for Immigrants</p> <p>Communication and Access to Information</p>
<p><b>Ensure that immigrants seeking employment understand the process and the road to employment</b></p>	<p>Developed draft Plan for an interactive road map on the journey to employment</p> <p>Partners include: WIL Employment Connections; and the City of London</p>	<p>Supports and Services for Immigrants</p> <p>Communication and Access to Information</p>
<p><b>Coordination between education and employment sectors that will enhance the employability of immigrants</b></p>	<p>The Employment and Education Sub-councils are in conversation on how to use the recent <i>Labour Market Information</i> to raise awareness in the education sector on labour market needs</p> <p>Information on train the trainer delivered by the Employment Sector Council London-Middlesex for job seekers and career development practitioners to learn a standard approach to using the <i>Labour Market Information</i>, shared with service providers from the two sectors (i.e., employment and education)</p> <p>Partners include: WIL Employment Connections; London Economic Development Corporation; Elgin Middlesex Oxford Workforce Planning and Development Board; Collège Boréal; Newcomer Settlement Services, South London Neighbourhood Resource Centre; Thames Valley District School Board; and a volunteer from the Eritrean community</p>	<p>Supports and Services for Immigrants</p> <p>Communication and Access to Information</p> <p>Host Community</p>

Defined Action Steps from Strategic Plan	Progress to Date	Overarching Outcome(s)
<b>D: LMLIP Health and Wellbeing Sub-council</b>		
<p><b>Increase immigrant awareness and knowledge about addiction and mental health</b></p>	<p>Continuation of the <i>Seeds of Change</i> project with additional funds from the London Health Sciences Centre confirmed until July 31, 2013</p> <p>Partners include: Family Service Thames Valley (lead agency); Centre for Addiction &amp; Mental Health (Co-Chair); Canadian Mental Health Association; Cross Cultural Learner Centre; London Intercommunity Health Centre; Women’s Community House; Networking for an Inclusive Community (NIC); United Way London &amp; Middlesex; Middlesex-London Health Unit; and Life Resource Centre, North Park Community Church</p>	<p>Supports and Services for Immigrants</p> <p>Communication and Access to Information</p>
<p><b>Provide supports for families and individuals in a holistic manner: (increase immigrant awareness of available services in terms of increasing awareness on access to community space)</b></p>	<p>Work group reviewed existing resources on recreational spaces and surveyed community partners on available spaces and work is underway to develop a resource guide that will be shared with immigrants on available spaces and how to access them</p> <p>Partners include: Health Nexus; City of London; an international student from Western University; and Family Service Thames Valley</p>	<p>Supports and Services for Immigrants</p> <p>Communication and Access to Information</p>
<p><b>Supports for families and individuals to access medical interpretation supports</b></p>	<p>Focus group with non-English speakers identified challenges in accessing interpretation</p> <p>Survey sent to professional interpreters to get their perspectives on this issue is in progress Information collated will be used: (1) to inform health care providers about available interpretation resources and non-English speakers on how to access them; (2) to develop recommendations to health service providers on the value of using interpretation</p> <p>Partners include: Middlesex-London Health Unit; London Health Sciences Centre; South West Regional Cancer Program; London Intercommunity Health Centre; Cross Cultural Learner Centre; South West Community Care Access Centre; and Across Languages</p>	<p>Host Community</p> <p>Supports for Service Providers</p> <p>Supports and Services for Immigrants</p>

Defined Action Steps from Strategic Plan	Progress to Date	Overarching Outcome(s)
<b>E: LMLIP Inclusion and Civic Engagement Sub-council</b>		
<p><b>Promote skills-based engagement at all levels of society</b></p>	<p><i>London: A Newcomer's Story</i>, DVD was developed to raise awareness about the role of immigrants, their challenges and successful engagement. The DVD was widely communicated within our community, including local media</p> <p>Partners include: The London Strengthening Neighbourhoods Strategy (LSNS); the Immigration Portal; Cross Cultural Learner Centre; Life Resource Centre, North Park Community Church; City of London; Childreach Centre; Merrymount Children's Centre; and a PhD student from Western University</p>	<p>Supports and Services for Immigrants</p> <p>Communication and Access to Information</p> <p>Host Community</p>
<p><b>Enhance engagement and leadership of immigrants in the community</b></p>	<p>Immigrant &amp; Refugee Community Leadership Conversation to understand how immigrants become engaged at a leadership/decision-making level was held with 37 participants from different ethno-cultural backgrounds</p> <p>Partners include: United Way London &amp; Middlesex; Pillar Non-Profit Network; City of London; Western University; and the London Public Library</p>	<p>Supports and Services for Immigrants</p> <p>Communication and Access to Information</p> <p>Host Community</p>
<b>F: LMLIP Justice and Protection Services Sub-council</b>		
<p><b>Enhance immigrants' sense of trust with the criminal justice system and protection services</b></p>	<p><i>Immigrant Community Capacity Engagement (ICCE)</i> was funded by Ontario Trillium Foundation to work with two communities on a strategy to build their knowledge, understanding and trust in the Canadian Justice and Protection System</p> <p>This project is led by John Howard Society of London &amp; District and supported by the London Intercommunity Health Centre, Across Languages and Women's Community House</p>	<p>Supports and Services for Immigrants</p> <p>Communication and Access to Information</p>

Defined Action Steps from Strategic Plan	Progress to Date	Overarching Outcome(s)
<p><b>Enhance education and cultural knowledge among service providers, general community and across government and non-government systems</b></p>	<p>Newcomers Outreach Video and lesson plan about the London Police Service to accompany the brochures developed last year have been finalized. The London Police Service and the Thames Valley District School Board partnered to develop these resources</p>	<p>Supports and Services for Immigrants  Communication and Access to Information</p>
<p><b>To enhance communication and collaboration between organizations to better advocate for clients</b></p>	<p>A resource tool for staff to enhance communication among the services at this Sub-council and to facilitate referrals among them was developed</p>	<p>Communication and Access to Information</p>
<p><b>Build relationships with ethno-cultural groups to identify needs and develop sense of trust</b></p>	<p>Three cultural communities presented to the Justice &amp; Protection Services Sub-council on challenges and needs of their communities when interacting with the justice system. Agencies at the table learned about issues that will help them in responding to some specific needs</p>	<p>Supports for Service Providers  Supports and Services for Immigrants</p>
<p><b>G: LMLIP Settlement Sub-council</b></p>		
<p><b>Addressing family challenges through structured monthly workshops delivered at language instruction sites</b></p>	<p>Family Settlement Collaborative was established to reach out to families and individuals to address emerging issues related to family challenges. Since September 2012, the Collaborative has delivered 13 workshops at two sites for Language Instruction for Newcomers to Canada with close to 100 permanent residents in attendance</p> <p>Partners include: Newcomer Settlement Services; South London Neighbourhood Resource Centre; Cross Cultural Learner Centre; LUSO Community Services; ACFO de London-Sarnia; Children’s Aid Society; Middlesex-London Health Unit; London Employment Help Centre; Childreach Centre; WIL Employment Connections; and the London Police Service</p>	<p>Supports and Services for Immigrants  Communication and Access to Information</p>

Defined Action Steps from Strategic Plan	Progress to Date	Overarching Outcome(s)
<p><b>Engaging Landlord and Tenants</b></p>	<p>The work group developed a presentation to engage landlords in the conversation on the challenges facing newcomers renting their first accommodations. Three major landlords participated in the first discussions and provided their input</p> <p>Work on providing training to frontline staff and to landlords and tenants is underway</p> <p>Partners include: Newcomer Settlement Services, South London Neighbourhood Resource Centre; Cross Cultural Learner Centre; LUSO Community Services; ACFO de London-Sarnia; Community Legal Services, Faculty of Law, Western University; Salvation Army - Centre of Hope; Landlord &amp; Tenant Board; Oliver &amp; Associates Real Estate Brokerage; Community Legal Services, Articling Student; Community Legal Services, Barrister and Solicitor; Boardwalk Rental Communities; and Timbercreek Communities</p>	<p>Supports and Services for Immigrants</p> <p>Supports for Service Providers</p>
<p><b>Supports for Seniors</b></p>	<p>A resource about available programs for seniors across the City was developed</p> <p>The group is exploring mapping the resource in partnership with students from the Migration and Ethnic Relations program at Western University</p> <p>Partners include: Newcomer Settlement Services, South London Neighborhood Resource Centre; City of London; and Cross Cultural Learner Centre</p>	<p>Supports and Services for Immigrants</p>

### **III. MOVING FORWARD**

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On March 27, 2013 the LMLIP held its fifth community meeting to educate, celebrate and inspire<sup>1</sup>. Close to 300 individuals from cross sectors, interested citizens and international students attended. There was active participation from students and academia. The community was provided with the opportunity to learn about recent changes in immigration policies and how communities are responding to changes in health policies; the table discussions with international students highlighted some of the challenges facing students as they settle into the City and provided their insights into how we can further maximize our resources to make London a more welcoming city. Recommendations from the table discussions will be taken up by the relevant LMLIP Sub-council. The employment session featured five successful immigrants who shared their journey to employment and provided inspiration and action items for the community.

As we wrap up our three year *Community Immigrant Strategic Plan* in September 2013, we recognize that a number of gaps and opportunities related to improving outcomes for immigrant communities and creating a more welcoming city are yet to be addressed. With our community's ongoing engagement, LMLIP will continue its task towards creating opportunities for engagement, education and actions. LMLIP Central Council with its six Sub-councils, driven by volunteers representing diverse groups of immigrants, service providers, faith groups, community based organizations, students (both domestic and international), academics and interested citizens, will continue the journey in:

- consulting with the community
- partnering with existing initiatives
- exploring opportunities which will enhance outcomes for immigrants in our community, and
- reaching out to the community once again to coordinate and facilitate the implementation of strategies from the updated *Community Immigrant Strategic Plan* for the next three years (2013 - 2016)

Because of the LMLIP, our community is working differently, partnering in innovative ways to use resources to better support immigrants. We are thankful for the time, innovations and commitment of our community partners and for the ongoing support to move the agenda of the LMLIP forward.

In the past year, our webpage received 707 hits, most of which were from Canada. However, some individuals from China, India, Pakistan, United States, Philippines, Germany, United Arab Emirates and Columbia have accessed our webpage as well.

Many thanks to our community for being part of the LMLIP process in making London and Middlesex County more welcoming and prosperous for all.

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<sup>1</sup> Summary Report on Page 13

## **IV. SUMMARY REPORT - MARCH 27, 2013 LMLIP COMMUNITY EVENT**

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### **Base:**

- 260 individuals attended the March 27, 2013 LMLIP Community Event
- 109 responded to the evaluation survey

### **Highlights of Survey Responses**

#### **LMLIP Community Event**

- 60% are first-timers to an LMLIP event
- Majority of the attendees are LMLIP members, service providers and non-profit organizations
- 20% of the attendees are immigrants and 15% are students
- 84% came to learn about current immigration issues, followed by community celebration and to build social and professional networks
- 58% rated the overall event “excellent”, 39% “good”
- 86% strongly/agreed that the employment presentation educated them on the issue, followed by the education presentations (85%); it was a similar pattern when asked if it inspired them to take action
- 78% visited the information booths; 87% strongly agree/agree that it helped them to learn about LMLIP
- 98% said they will very likely/somewhat likely recommend the event to a friend/colleague
- Table Discussions with international students is mostly appreciated and regarded as a great learning experience
- Great over-all organization of the event (i.e., line-up of speakers, timing)

#### **Suggestions for future events**

##### **Content**

- More support for newcomers or immigrants who are already in London
- More clarity in panel presentation (medical)
- More diversity in the panels (i.e., Fanshawe student – education panel; immigrant entrepreneur – employment panel; other immigrant-serving agencies – health panel)
- More emphasis on celebration theme
- Success stories from employers’ perspective

##### **Logistics**

- More discussion time
- More attendees from the host community (i.e., employers)
- More immigrant attendees
- Booths for immigrant-serving agencies
- More information on nametags (i.e., name of organization)
- Larger venue
- Better sound quality
- Start the event later (i.e., 9:00 am)
- More options for lunch (i.e., ethnic food)

### **Community Immigrant Strategic Plan (2013-2016)**

- 92% liked that LMLIP helps to build partnerships and collaborations, followed closely by information-sharing and coordinating services (89%) and facilitating the development of targeted services (75%)
- 68% strongly agreed that Supports and Services for Immigrants and Communication Access to Information should be top priorities for LMLIP, followed by Advocacy and Systemic Change (59%)

### **Other Recommendations**

- Advocacy for newcomers and immigrants/systems change
- Engage more members of the host community (private sector, landlords, etc.)
- College/University and community collaboration
- Enhance existing initiatives
- Needs assessment from immigrant perspective
- Community outreach and increased communication about LMLIP
- Build more awareness on community resources supporting immigrants
- More engagement opportunities for newcomers
- Evidence-based research on outcomes of LMLIP
- Region-wide collaboration with LIPs

## **V. ACKNOWLEDGEMENTS**

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The London & Middlesex Local Immigration Partnership (LMLIP) Council continues to acknowledge the funding support from Citizenship and Immigration Canada (CIC), and the leadership provided by the City of London and United Way London & Middlesex as Co-Chairs. The LMLIP also acknowledges the contributions of Dr. Victoria Esses, Western University, Canada and the Pathways to Prosperity Partnership (P2P) team.

Our vision is a truly community based approach to support immigrants in London and Middlesex. We recognize the contributions of the many individuals who have served on the LMLIP Council and Sub-councils (Appendix A) as well as those who contributed their time and efforts on the working groups and those who were engaged in the workshops (Appendix B). We are also indebted to the generous in-kind and ongoing support of organizations and associations (Appendix C).

# Appendix A: LMLIP Council Members

- 
- Muriel Abbott
  - Susan Abdula
  - Ayan Aden
  - Faranak Aeeni
  - Dania Ajami
  - Guliz Akkayamak
  - Mohamed Al-Adeimi
  - Saleh Alathamena
  - Saad Aldin
  - Ahmad Ali
  - Rose Aquino
  - Esra Ari
  - Robin Armistead
  - Shamara Baidoobonso
  - Michelle Baldwin
  - Kelly Barnes
  - Dana Bekri
  - Lise Béland
  - Sally Bennett
  - Katy Boychuk
  - Henri Boyi
  - Andrea Brown
  - Carol Burns
  - Nicole Buteau
  - Jean-Simon Cantin
  - Sheila Carson
  - Ramiro Castro
  - Saira Cekic
  - David Chen
  - Robert Collins
  - Lynne Collins
  - Marilyn Cook
  - David Cottrill
  - Lori Cunningham
  - Tam Dam
  - Sheila Densham
  - Vera Derpienski
  - Amanda DeVaul-Fetters
  - Susan Dill
  - Melanie Elms
  - Dr. Vicki Esses
  - Gord Fansher
  - Dave Flemington
  - Marel Fielding
  - Sheila Foster
  - Susannah Gergich
  - Mahin Ghasemiyani
  - Michael Goodmurphy
  - Mark Gowing
  - German Gutierrez-Sanin
  - Craig Harper
  - Jason Hastings
  - Gisele Hauser
  - Heather Heathcote
  - Doreen Hodgkinson
  - Jennifer Hollis
  - Rebecca Howse
  - Suzanne Huot
  - Rifat Hussain
  - Taghrid Hussain
  - Huda Hussein
  - Jo-Ann Hutchison
  - Rick Jefferson
  - Mo Jeng
  - Grace Johnson
  - Catherine Joyes
  - Jessica Justrabo
  - Kate Kennedy
  - Haekyoung Kim-Webber
  - Dharshi Lacey
  - Anne Langille
  - Susan Latta
  - Yvonne Lindsay
  - Emily Low
  - Ramona Lucan
  - Shawn Luo
  - Marissa MacGregor
  - Marcel Marcellin
  - Valerian Marochko
  - Patricia Mazariegos
  - Gaston Mabaya
  - Janet McAllister
  - Marisa McGregor
  - Meredith McHugh
  - Kelly McManus
  - Nancy McQuillan
  - Stelian Medianu
  - Kathy Milczarek
  - Dr. Beth Mitchell
  - Phillipa Myers
  - Mersija Nuric
  - Lissette Ochoa
  - Lisa Pace
  - Helen Patterson
  - Ema Petrela
  - Janet Pinder
  - Susanne Quan
  - Naeem Qureshi
  - Amani Radhaa
  - Amy Ratcliffe
  - Rose Ricci
  - Jo-elle Rinker
  - Adriana Diaz Rodriguez
  - Nathan Ross
  - Rebecca Ryan
  - Dev Sainani
  - Imtiaz Shah
  - Mureed Shahid
  - Neena Sharma-Kendrick
  - Jennifer Smith
  - Deborah Szelepski
  - Natalie Szudy
  - Trish Taft
  - Jill Tansley
  - Shelly Taylor
  - Denise Taylor-Edwards
  - Arlene Thompson
  - Lauren Touchant
  - Ria Urbi
  - Maria Vasquez
  - Corinne Walsh
  - Janice Walter
  - Elisabeth White
  - Martin Withenshaw
  - Gebre Woldemicael
  - Ahmed Yahya Ali

## Appendix B: Other Participants

- Shima Abdelwahab
- Hamid Abdollahi
- Salisha Koraisa Abdool
- Mohammed Shaffiek Abdool
- Ban Abood
- Margaret Agbalizu
- Asma Ahmed
- Muhammad Ajmal
- Lori Alexander
- Khowla Al-Harfi
- Ahmad Alhout
- Nejat Ali
- Osama Ali
- Pauline Andrew
- Jennifer Arton
- Alexandro Avendano
- Dawn Baetens
- Rosanna Stumpo Bal
- Jana Bannister
- Lal Bir Basnet
- Mahnaz Beiraghdar
- Juan Bello
- Cathy-Lee Benbow
- Sally Bennett
- Jerusalem Berhane
- Jean-Marc Boisvenue
- Clarence Borja
- Samantha Boyce
- Jason Brom
- Cristina Bruno
- Marzena Brygier
- Maureen Burbank
- Kim Burnard
- Constanza Burucua
- Inez Butcher
- Tesfai Buzamlak
- Shannon Byron
- Margaret Capes
- Kristen Caschera
- Pearlette Cassells
- Adriana Castellanos
- Monique Castonguay
- Gurneet Chahal
- Amit Chakma
- Claudia Chon Him
- Michelle Cialacu
- Ellie Contursi
- Marilyn Cook
- Daniela Carina Corradi
- Ed Corrigan
- Lyne Cossette
- Amanda Cox
- Emilie Crakondji
- Cherlene Crane
- Jerome Crasto
- Wendy Curtis
- Cathy Cuyllé
- Ted Dam
- Roshan Darjee
- Lorraine Darnbrough
- Kristibeth Kelly Delgado
- Julia De Paz
- Laura Downs
- Xiaoxiao Du
- Dr. Pauline Duke
- Shanna Dunlop
- Patti Dupont
- Patty Duwyn
- Noha ElHakim
- Lina El-Kassem
- Hanaa Elkolaly
- Janice Elliott
- Laura Elliott
- Mayssa El-Sayegh
- Ibrahim El-Sayegh
- Secil Erdogan
- Alvaro Escobar
- Monica Escobar
- Alexandra Farag
- Jeneane Fast
- Bo Ferenc
- Doug Ferguson
- Anabela Ferreira
- Stephanie Ferrera
- Elizabeth Ferris
- Anne Finigan
- Nancy Finnerty
- Stephanie Joselyn-Fogarty
- Farrah (Pou I) Fong
- Maria Forte
- Peter Fragiskatos
- Elaine Gamble
- Killian Gao
- Dhira Ghosh
- Bhupinder Gill
- Dario Gomez
- Diana Goodwin
- David Grand
- Hiruni Gunawardana
- Tendayi Gwaradzimba
- Hun-jong Ha
- Sue Haber
- Omar Hamagharib
- Modrekah Hamou
- Elizabeth Hardy
- Idris Hassan
- Ahmad Hayek
- Patricia Heath
- Anna Hendrikx
- Eric Heng Mei
- Oxana Herbut
- Elizabeth Hicks
- Cheryl Hill
- Sai (Elise) Hong
- Joyce Catherine Hinestroza
- Grant Hopcroft
- Sara Huayta
- Stephen Hughes
- Qi Hui
- Sherin Hussien
- Theresa Hyland
- Eloghene Ikpe
- Naif Iskandarani
- Clare Jeng

- Jing Ji
- Judy Jones
- Stephanie Jones
- Sonika Kainth
- Martina Kaiser
- Mohamed Kalil
- Nadir Khadir
- Joan Kicks
- Saerom Kim
- Corrie Kinahan
- Molly Kong
- Bryan Knight
- Piotr Krygiel
- Ola Lawal
- Aurélie Legros
- Philipp Leibovski
- Jodi Lewis
- Marcela Lievano
- Bob (Jubo) Lin
- Jiayi (Vicky) Lin
- Lynne Livingstone
- Andrew Lockie
- Nancy Logger
- Jennifer Long
- Christina Lord
- Regina Lyakhovetska
- Jennifer MacArthur
- Marla Marnoch
- James Martin
- Jaime Martinez
- Faith Maudsley
- Anne McKay
- Julie McMullin
- Terry McSpadden
- Selvin Mejia
- Keiry Membreno
- Randy Meyer
- Barbara Milanovic
- Frances Moore
- Arlene Morell
- Philippe Morin
- Florah Mulee
- Maxine Munro
- Devin Munro
- Peninah Mutinda
- Melina Naric
- Nancy Needham
- Melanie Neerhof
- Ian Nicholson
- Adriana Reina Nino
- Perpetue Nitunga
- Staci Noble
- Isabelle Nyiransengimana
- Melanie O'Brien
- Chimere Okoronkwo
- Aisha Omar
- Flora Otieno
- Lisa Parent
- Dani Parker-Smith
- Ashley Patterson
- Kristen Pawelec
- Beverley Payne
- Robert Paynter
- Sandra Pehilj
- Kayla Potts
- Brikena Qamili
- Reinaldo Quevedo
- Jose Quezada
- Anika Qureshi
- Brenda Qureshi
- Stanislav Rajic
- Kevin Raposo
- Anibal Francisco Reinoso
- Jessie Rodger
- Kim Rowe
- Lisa Rusal
- Somiraa Said
- Amal Sari
- Sandra Savage
- Mark-Shane Scale
- Jaclyn Seeler
- Mazen Shahatto
- Ehab Shakfa
- Sumbal Sheikh
- Rowina Shum
- Kelly Shute
- Joanne Simpson
- Cheryl Smith
- Melissa Smith
- Nassisse Solomon
- John Stewart
- Nancy Summers
- Mark Sumpter
- Watta Tarawalley
- Clare Tattersall
- Selma Tobah
- Diana Umana
- Mario Umana
- Christopher Uwagboe
- Bibiana Valencia
- Susan Vallas
- Deb Villani
- Mbaka Wadham
- Jennifer Wain
- Tracy (Yang) Wang
- Dr. Bryna Warshawsky
- Rachel Wathy
- Lisa Widdifield
- Algie Williams
- Jennifer Williamson
- Kelly Williamson
- Teresa Wilson
- Ailene Wittstein
- Lionel Worrell
- Ruozhou (Cloris) Xue
- Peipei Yan
- Zeru Yebio
- Poedames Yellewee
- Majid Yousif
- Edgar Yanez Zapata
- Elena Zhilyaeva
- Kelly Ziegner

# Appendix C: Participating Organizations & Associations

- Access Centre for Regulated Employment
- ACFO de London-Sarnia
- Across Languages
- African Canadian Federation of London & Area
- Azeri Women's Group
- Boardwalk Rental Communities
- Brazilian Women of London
- Canadian Cancer Society
- Canadian Council of Muslim Women
- Canadian Mental Health Association
- Carrefour des Femmes du Sud-Ouest de l'Ontario
- Centre for Addiction & Mental Health
- Centre for Lifelong Learning
- Childreach Centre
- Children's Aid Society of London & Middlesex
- Child and Youth Network
- Chinese Canadian National Council (London Chapter)
- Citizenship and Immigration Canada
- City of London
- Collège Boréal
- Conseil scolaire de district des écoles catholiques du Sud-Ouest
- Conseil scolaire Viamonde
- Community Living London
- Community Legal Services, Faculty of Law, Western University
- Community Legal Services, Articling Student, Faculty of Law, Western University
- Community Legal Services, Barrister and Solicitor, Western University
- Ed Corrigan Law Office
- Cross Cultural Learner Centre
- County of Middlesex
- Culture Office, City of London
- Deemalor Canada
- Elgin Middlesex Oxford Workforce Planning and Development Board
- Elizabeth Frye Society
- Ethno-cultural Council of London
- Family Service Thames Valley
- Fanshawe College
- Health Nexus
- Hutton House
- Investing in Children
- Islamic Centre of Southwest Ontario
- John Howard Society of London & District
- Kala Manjari
- Landlord & Tenant Board
- Life Resource Centre, North Park Community Church
- London District Catholic School Board
- London Economic Development Corporation
- London Employment Help Centre
- London Fire Department
- London Health Sciences Centre
- London Intercommunity Health Centre
- London Interfaith Refugee Sponsorship Alliance
- London Middlesex Immigrant Employment Council
- London Police Service
- London Public Library
- LUSO Community Services
- Merrymount Children's Centre
- Middlesex-London Health Unit
- Ministry of Community Safety and Correctional Services, Probation and Parole
- Muslim Association of Canada
- Networking for an Inclusive Community
- New St. James Church, London
- Newcomer Settlement Services, South London Neighbourhood Resource Centre

- Oliver & Associates Real Estate Brokerage
- Ontario Early Years Centres
- Ontario Ministry of Citizenship and Immigration
- Over 55 Inc.
- Pakistani Canadian Association
- Pillar Non-Profit Network
- Platinum Leadership Inc.
- Salvation Army Centre of Hope
- St. Joseph's Health Centre
- St. Leonard's Community Services London & Region
- Somali Association of London
- South London Neighbourhood Resource Centre
- South West Community Care Access Centre
- South West Regional Cancer Program
- Thames Valley Council of Home and School Associations
- Thames Valley District School Board
- Thames Valley Parent Involvement Committee
- Timbercreek Communities
- United Way London & Middlesex
- Pathways to Prosperity, Western University
- Western University Canada
- WIL Employment Connections
- Women's Community House
- YMCA of Western Ontario
- Youth Opportunities Unlimited