



IMMIGRATION
PARTNERSHIP

Settle. Work. Belong.

IMMIGRATION PARTNERSHIP
Progress Update

2011 - 2013

What is the Immigration Partnership?

The Immigration Partnership is a community-wide initiative developed to facilitate successful settlement and integration of immigrants in Waterloo Region. Planning for the Immigration Partnership began in 2009, with Council and Pillar Groups (Settle, Work and Belong) being established in 2011.

The Immigration Partnership is guided by the following vision and mission:

Vision: Waterloo Region will be a community where immigrants and refugees can settle, work and belong.

Mission: The Immigration Partnership helps facilitate successful settlement, integration and community involvement of immigrants and refugees in Waterloo Region.

What is the Progress Update?

This update is divided into 4 main Focus Areas:

- Providing Backbone Support to the Partnership
- Facilitating the Successful Settlement of Immigrants
- Facilitating the Successful Employment of Immigrants
- Facilitating the Successful Integration of Immigrants

It includes major activities that have been completed, are in progress and have not yet been started as identified in the Community Action Plans of 2010, 2011 and 2013.

The consolidation of all the identified activities over the past 3 years shows that approximately:

- 50% have been completed or are currently in progress;
- 40% are on-going with no defined end date; and
- 10% have not yet been started.

Impact of the Immigration Partnership

We have heard that the Immigration Partnership has made a difference in supporting the successful settlement, integration and community involvement of immigrants and refugees in Waterloo Region in many ways. This has led to:

- Increased participation of immigrants at community events
- Increased awareness of experiences and challenges faced by immigrants
- Increased knowledge of issues related to immigration
- Creation of a platform for priority areas to be addressed through the coordination of community partners
- Creation of opportunities and acting as a vehicle for collaboration amongst organizations serving immigrants
- Increased awareness of services in the community

Some excellent work has been accomplished, and we know there is still more to do!

What's Next?

The Community Action Plan is being updated to provide a 3-year framework for the Partnership (2014-2016). The update process is taking place over the Fall 2013 and will involve input from all partners as well as the broader community. It is expected that this Plan will be released in early 2014 and will be posted at www.immigrationwaterlooregion.ca.

This document is available in alternate formats upon request.
Document # 1503158

PROVIDING BACKBONE SUPPORT TO THE PARTNERSHIP



- Five applications to external funders to support the backbone of the Immigration Partnership and address other activities identified in the Community Action Plan
- Immigration Partnership Launch in Winter 2012
- Draft Immigration Partnership Communications Plan
- Immigration Partnership brand/logo and branded promotional tools (e.g., pull-up signage, video, brochure)
- Two Immigration Partnership newsletters
- Immigration Partnership Report to the Community
- Developmental Evaluation 2012 evaluation and report (involved 43 interviews)
- Draft Evaluation Scope of Work
- Settlement Systems Mapping Team (disbanded in April 2012)
- Executive Committee (disbanded in September 2012)
- Communications Committee (disbanded in November 2012)
- Counting Diversity Group (disbanded in June 2013)
- Access to Mental Health Group (disbanded September 2013)



Establishment and support to the following groups:

- Immigration Partnership Council

Pillar Groups

- Settling Steering Group
- Working Steering Group
- Immigrant Employment Awareness Group
- Belonging Steering Group



Ad Hoc/Action Groups

- Access to Primary Care Group
- Access to Hospital Interpretation Group
- Training Advisory Group (employers/employment service providers)
- Civic Engagement Group
- Civic Leadership Group
- Ethnocultural Ad Hoc Group

Other Groups

- Future Opportunities Committee
- Settlement Services E.D.'s Group
- Data and Evaluation Committee
- Internship/Mentorship/Immigration Partnership (IMI) Group
- Maintaining Immigration Portal
- Presentations to various organizations to increase awareness of the Immigration Partnership and to engage them in supporting the vision
- On-going reporting for various funders involved in the Partnership



- Hold a Partners appreciation, networking and update event each year

"The Immigration Partnership has been the catalyst for a number of community conversations that have created awareness in community members. These conversations are a good start towards the goal of creating an inclusive community."

- Partner



COMPLETED



IN PROGRESS



NOT STARTED



NOT PRIORITIZED FOR FURTHER ACTION IN 2011

FACILITATING THE SUCCESSFUL SETTLEMENT OF IMMIGRANTS



- Settlement Systems Mapping project and report
- Partnered with Leadership Waterloo Region to host Conversation Cafe (settle). Report created.
- Concept paper to the Local Health Integration Network (LHIN) - Importance of Access to Hospital Interpretation
- Proposal to the LHIN Partnership Fund supported to implement Cultural Competency training delivery to LHIN-funded agencies
- Interim Federal Health Benefit Chart created for healthcare service providers
- Supported proposal for counselling services to be based out of a health care clinic to assist immigrants and refugees who do not meet criteria for the IFHB
- Mental Health Services Inventory
- Supported proposal to the Healthy Communities Fund to implement mental health promotion policy initiatives
- Supported development of a poster on how to access hospital interpretation services for internal dissemination in a regional hospital
- Support to two joint trainings of settlement staff
- Engagement in Access to Mental Health Group (disbanded in September 2013)



- Implementing recommendations from the Settlement Systems Mapping Report
- Supporting a coordinated approach for networking and information-sharing events related to immigrant settlement
- Facilitating connections among settlement and other organizations in support of immigrants
- Involvement in Building Local Information Support to Ontario Newcomers Project (BLISON)
- Participation:
 - Homelessness and Housing Umbrella Group
 - Housing Stability events



- Public Health Mental Health Group
- Engagement in the following Partnership Groups:
 - Settling Steering Group
 - Access to Primary Care Group
 - Access to Hospital Interpretation Group



- Create a Mental Health Services Map



- Work with Region Housing to improve accessibility of affordable housing application (e.g., provide in different languages)
 - Develop an application for individuals or groups to be considered for emergency or transitional housing
 - Support advocacy efforts to expand bus service in affordable housing locations
 - Facilitate/coordinate/support a meeting of landlords to educate them around challenges and opportunities faced by immigrants
 - Create a list of neighbourhood associations available in affordable housing areas
 - Support partnership with formal child care providers to provide on-site child care where language courses are provided
 - Partner with Regional School Boards (separate and public) to ensure that immigrant children are welcomed and encouraged to reach their full potential

"The Systems Mapping Project has helped us to understand the system and we have used this information to inform and change our planning."

- Partner



COMPLETED



IN PROGRESS



NOT STARTED



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FACILITATING THE SUCCESSFUL EMPLOYMENT OF IMMIGRANTS



- Partnered with Leadership Waterloo Region to host Conversation Cafe (work). Report created.
- Distributed and analyzed an on-line survey for direct support pre-employment provider staff to identify skills and training needs to fully support immigrants. Summary report created.
- Created a survey for participants of employment services
- Employment Services Inventory
- Eighteen seminars and networking events (as lead or in partnership) where approximately 750 employers, 75 service providers and 650 internationally trained professionals were engaged
- Representation (via Immigration Partnership staff or volunteers) at over 15 employer related events as well as job developers meetings to ensure broad understanding of activities, to establish connections and to promote hiring immigrants
- Development of a survey to employers to obtain ideas for training seminars
- Development of employer-specific promotional tools



- Networking and recruitment events for employers and immigrant talent
- Supporting the promotion and awareness of the Mentorship Program through YMCA and the Internship Program through Conestoga College
- Supporting service provider-specific and/or joint employer training
- Creating an Employer Guide to help employers connect to immigrant talent
- Participation:
 - Community Employment Linkages Committee (CELC)



- Cambridge Employment Facilitation Network (CEFN)
 - Job Developers Group
 - Employment and Income Support Community Advisory Committee
 - Internship/Mentorship/Immigration Partnership Group (IMI)
- Engagement in the following Partnership Groups:
 - Working Steering Group
 - Immigrant Employment Awareness Group
 - Training Advisory Group (employers/employment service providers)



- Story bank of employment success stories
- Employment Service Provider Mapping project



- Support small employers in particular (for instance with legal support)
 - Develop protocols among agencies for approaching employers and sharing job leads
 - Developing a common access point for employers looking to hire immigrants

“Immigration Partnership does not create a world but uses the world that is there (all the information and people) – builds on work already created – structures already exist and we need to build bridges for immigrants to cross to secure their future.”

- Partner



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FACILITATING THE SUCCESSFUL INTEGRATION OF IMMIGRANTS



- Partnered with Leadership Waterloo Region to host Conversation Cafe (belong). Report created.
- Hosted three Ethnocultural "Meet and Greets"
- Partnered with the Region of Waterloo's Diversity and Inclusion Strategy to hold a three-session Dialogue on Diversity called Colour Me: A Documentary
- Partnered with the Region of Waterloo's Diversity and Inclusion Strategy to hold a community event on the topic of Immigrant Civic Participation
- Partnered with the Region of Waterloo's Diversity and Inclusion Strategy to hold a staff dialogue on the topic of Refugee Awareness
- Co-hosted Citizenship Ceremony
- Supported the planning and promotion of events for World Refugee Day 2013
- Supported training plan development to expand leadership and board readiness training to immigrants and developed a funding application
- Developed a local Ethnocultural and faith group inventory
- Counting Diversity Project and draft Report
- Counting Diversity Group (disbanded in June 2013)



- Exploring the enhancement of a continuum of existing leadership programs that enable civic leadership opportunities for immigrants
- Supporting increased opportunities for immigrants to communicate with each other enabling an increased awareness of services, the Immigration Partnership and shared learning
- Develop an inventory of subsidies as well as cultural diversity and leadership programs in the community for youth and adults



- Identifying and exploring connection opportunities with other community groups that identify a role in supporting belonging
- Engagement in the following Partnership Groups:
 - Belonging Steering Group
 - Ethnocultural Ad Hoc Group
 - Civic Engagement Group
 - Civic Leadership Group



- Identify and support a speakers bureau that includes leaders of culturally diverse groups that come together to educate the community on issues of cultural diversity



- Advocate that municipalities sign onto the UNESCO's anti-racism and discrimination principles/protocol
- Support an advocacy plan around the need for Boards of Education to take on a more aggressive education campaign to promote equity in all facilities
- Work with municipalities to encourage them to recognize private clubs/associations who have open-door policies
- Bring together community stakeholders/immigrants to develop a full-fledged public awareness campaign about the benefits and strengths that immigrants bring to the community

"Immigrants feel they have permission to talk about the hard issues (without reprisal). They are open to constructive problem solving ideas with other members of the committee."

- Partner



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