



IMMIGRATION
PARTNERSHIP
Settle. Work. Belong.

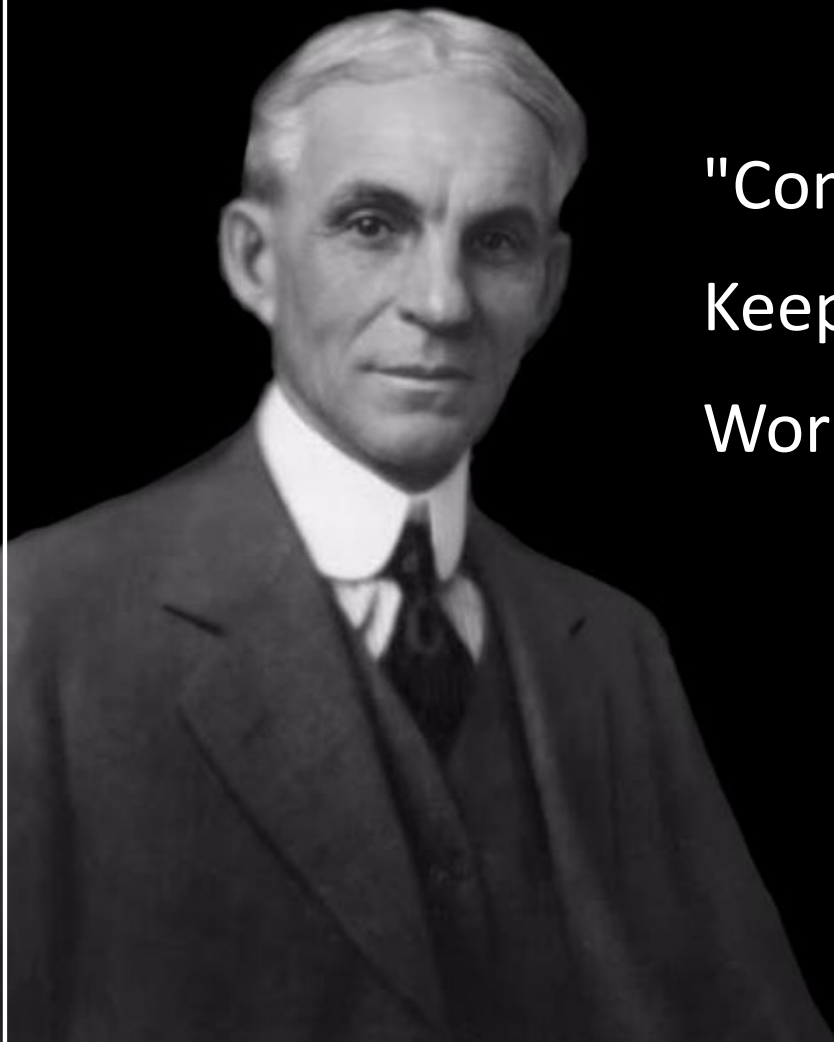
“Community Owned”

Principles for Building, Sustaining and Measuring Partnership

P2P LIP Preconference
November 21, 2018

INSPIRING
IMMIGRATION
CONNECTIONS
IN WATERLOO
REGION





"Coming together is a beginning.
Keeping together is progress.
Working together is success."

--Henry Ford



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Appendix A: Performance Measurement Framework for the Waterloo Region Immigration Partnership

	Settle	Work	Belong
Ultimate outcome	More inclusive community (i.e. Waterloo Region) where immigrants and refugees successfully settle, work and belong		
Indicators	<p>Economic</p> <ul style="list-style-type: none"> a) % of immigrants and refugees living above the low income measure b) % of immigrants and refugees living at or above the median employment income of Waterloo Region c) % of immigrants and refugees with knowledge of one of the official languages <p>Social</p> <ul style="list-style-type: none"> a) % of immigrants and refugees reporting a strong sense of belonging (disaggregated by sex)³⁹ b) # of immigrants and refugees in leadership positions c) % of immigrants and refugees reporting feelings of isolation d) % of immigrants and refugees reporting an incident of discrimination in the past 5 years <p>Health</p> <ul style="list-style-type: none"> a) % of immigrants and refugees who perceive that their health care needs are being met 		
	Settle	Work	Belong
Intermediate outcomes (immigrant/ refugee level)	Increased use of settlement and non-settlement services by immigrants and refugees that are responsive to their needs	Increased participation of immigrants and refugees in local labour market	Increased participation of immigrants and refugees in social networks and broader communities
Indicators	<ul style="list-style-type: none"> a. # of immigrants/refugees accessing settlement and non-settlement services b. # of immigrants and refugees learning one of the official languages (disaggregated by sex) c. # of immigrants and refugees who report good or excellent quality of settlement and non-settlement services 	<ul style="list-style-type: none"> a. # of immigrants/refugees hired by local employers (disaggregated by sex) b. % of immigrants and refugees who are employed (disaggregated by sex) c. # of immigrants and refugees reporting access to employment services and skills training programs d. # of immigrants and refugees reporting good or excellent quality of employment services 	<ul style="list-style-type: none"> a. Ratio of immigrants/refugees participating in local councils or advisory committees (disaggregated by sex) b. % of immigrants and refugees who report engagement in a group, organization, or association in the past 12 months⁴⁰ c. % of immigrants and refugees with one or more close friends in Waterloo Region
Immediate outcomes (partner/ community level)	Increased ability of settlement and non-settlement partners and stakeholders to respond to newcomer needs	Increased capacity of employers to hire immigrants and refugees	Increased ability to welcome and support newcomers by municipalities and broader communities
Indicators	<ul style="list-style-type: none"> a. # of referrals between settlement and non-settlement services b. % of settlement and non-settlement stakeholders who are knowledgeable about newcomer needs and service pathways 	<ul style="list-style-type: none"> a. # of employers who are aware about the benefits of hiring immigrants and refugees b. # of employers who are knowledgeable about resources available to hire immigrants and refugees 	<ul style="list-style-type: none"> a. # of municipal and community members reporting possessing stronger skills and tools for welcoming and supporting newcomers b. # of municipal and community initiatives



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Newcomer Programs in Waterloo Region

Kitchener's Festival of Neighbourhoods Inclusion Challenge Asks Everyone to Reduce Barriers to Participation

Aleksandra Petrovic Graonic, Social Development Centre Waterloo Region

Kitchener's Festival of Neighbourhoods (www.waterlooregion.org/neighbourhoods) is committed to building healthy communities through strong and diverse relationships within neighbourhoods.

The program encourages individuals and families to explore the diversity of their neighbourhood and to plan gatherings that bring everyone together.

The Festival of Neighbourhoods has supported immigrant women organizing inclusive events in their neighbourhoods. Reaching out in this way helps newcomers rebuild social relationships and family-like networks.

Now in its 25th year, Festival of Neighbourhoods continues to challenge our community to be more inclusive with the current theme of "Reach!". This challenge asks people to focus more on HOW they bring neighbours together, reaching across and through our diversity. Whether it's a potluck, a neighbourhood walk or a clean-up, we want to reduce barriers to participation and reach the widest variety of participants.

Barriers to inclusion come in many forms: Physical, financial, generational and cultural. Festival of Neighbourhoods' support and resources help break through these with tips and advice such as:

- Choose an activity, date and location with inclusiveness in mind
- Promote, invite and communicate with everyone across the neighbourhood
- Think carefully of what is being asked of neighbours and the resources they can bring

Neighbourhood gathering leaders are invited to focus on simple ideas, making the gathering even a bit more inclusive, welcoming and accessible to all.

For more information contact: entries@festivalofneighbourhoods.ca.



Immigration Partnership People

Jassy Narayan, Belong Steering Group member

I moved from the tropical island of St. Lucia to Canada in late October 1966. Nothing could have prepared me for the shock of a Canadian winter. In a little while, however, the bare branches of winter gave way to brave flowers seeking the sun.

As a new Canadian, I became involved in the community through a YWCA mums and tots group held in a neighbourhood church. The facilitator was welcoming and opened so many doors for me. She encouraged me to volunteer in a daycare centre and enroll in the Conestoga College Early Childhood program. I was overwhelmed since my schooling in Guyana ended at grade 8. Another mentor from the YWCA (where I had become a board member) encouraged me to continue my education at university and actively helped me in the process.

My journey from grade 8 to a Masters of Social Work degree took more than 15 years - attending university part-time while raising my three daughters and working full time. The gratitude I feel for the generosity, kindness and encouragement from my Canadian born mentors can never be repaid. Perhaps it can only be paid forward.

found work and were able to support their families. We created a model of intercultural board membership where Canadian born women with board experience served on the board with those of us who were new to Canada. This dynamic arrangement combined life experience with Canadian experience.

My path to being involved in the Immigration Partnership started with a local "Immigration Summit". While research about the wellbeing of immigrants and refugees that was presented at that conference was disheartening, it led to the formation of the Waterloo Region Immigrant



Yasir Dildar, Immigration Partnership Council Member and Evaluation Advisory Committee Chair

I moved to Canada from Pakistan in 2007 with my family. As with many other immigrants, Toronto was my first destination before moving to Kitchener in March 2008.

I hold Master's degrees in Development Studies and Sociology. I worked with the Centre for Community Based Research (CCBR) until 2012 and conducted research and evaluation studies for various immigration related initiatives. Through these studies and my personal experience, I found that English language skills are extremely important for immigrants to 'settle', 'work' and 'belong' in the community.

There are many ways to gain or strengthen language skills, including volunteering. The year I landed in Canada, I volunteered for the United Way Greater Toronto and then continued volunteering with United Way Waterloo Region Communities and currently serve as a volunteer board member with the Kitchener-Waterloo Multicultural Centre (KWMC). In addition to the language, volunteering serves several other purposes for recent immigrants, including: a) being a great way to give back to the community by sharing your expertise and time; b) helping to understand the community better by interacting with local people; and c) providing networking opportunities.

I joined the Immigration Partnership Council in 2017 as Chair of the Evaluation Advisory Committee (EAC), the position that Theron Kramer, a great community builder, held for a few years. Prior to my involvement in the Immigration Partnership, I had been part of the CCBR team that conducted evaluation studies of the Waterloo Region Immigrant Employment Network (WRIEN) and worked closely with Theron to develop the initial strategy for the Immigration Partnership. Being part of the EAC is very rewarding as this group is instrumental in listening to the voices of newcomers by gathering frequent data and communicating the findings to individuals and organizations responsible for providing needed services. The Immigration Partnership serves as an excellent bridge between newcomers, service providers and employers.



“Community owned”
means that we
all own the
direction,
fumbblings
...and
successes



