

Community Action Plan 2017-19

Progress Update December 2018 - February 2019

	Collaborative Actions	Who's engaged	Activities	Progress/ Outcomes
Settle	<p>1. Educate service providers to effectively support immigrants and refugees</p> 	SSG partners and staff	<p>Weekly info briefs to service providers and others re settlement programs, events and other information.</p> <p>Provided information/connections to community partners regularly about related services and potential partnerships, and to community groups/individuals looking for data, potential partnerships, funding options or supports.</p>	<p>Weekly events/ info updates are a valuable tool for sharing information with over 261 people representing over 65 local organizations. In 2018 we sent out 48 weekly emails with information about 775 events and resources.</p> <p>Shared information about IP with the International Student Spouse Committee and discussed enhanced community connections and collaboration between post-secondary institutions and settlement sector.</p> <p>immigrationwaterlooregion.ca remains an up-to-date and relevant community resource.</p>
	<p>2. Collaborate and coordinate with relevant sectors to ensure that systems, policies and programs meet the needs of immigrants and refugees</p> 	SSG partners, staff, LHIN, Housing planning tables	<p>SSG discussed mental health resources and gaps for immigrants and refugees in WR.</p> <p>Interpretation: KWMC, LHIN and other partners continue to promote and recruit health partners/practitioners to register with the new interpretation initiative.</p> <p>Health: IP participated in the Refugee Mental Health Working Group and Refugee Health Clinic Group, community-driven groups which continue to meet quarterly.</p> <p>Language Learning: The Language Learning Task Group meets regularly, drawing in formal (LINC, ESL) and informal (like conversation circles and tutoring) language learning partners. The group identified youth language learning, workplace</p>	<p>Partners are developing an overview of language learning options in WR to help inform and educate others working with newcomers.</p>

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			<p>language learning, and fast track programs as priorities for discussion this year.</p> <p>Housing: The Housing Task Group developed a joint submission to the Provincial consultation on Increasing the Housing Supply. The 2019 Newcomer Landlord award is now accepting nominations.</p> <p>Settlement: Shared national call for nominations of promising practices in settlement with local partners. Several partners (MCC, KWMC, YMCA, and Reception House) met in Dec to explore helping private refugee sponsors to connect consistently with settlement organizations.</p>	<p>The 2018 Newcomer Landlord Award was well covered in local media (CTV and CBC radio stories and mention in a broader housing article in TheRecord and Exchange magazine). The Provincial Government is aware of newcomer housing concerns in Waterloo Region.</p> <p>At least one partner submitted a promising practice and IP staff nominated partners. Private sponsor/settlement discussions resulted in planning a workshop for March for all local Sponsorship Agreement Holders supporting private sponsors in Waterloo Region to strengthen linkages between private sponsor groups and settlement organizations.</p>
Work	<p>1. Develop tools that promote the hiring of immigrant and refugee talent to employers</p> 	WSG partners, staff	<p>New promotional tool distributed to various employers throughout Waterloo Region and used at recent networking and business events to promote the work of IP.</p> <p>#HireImmigrantsWR: Campaign activity expanded to include transit and radio spots on the 98.5FM. Messaging promoted at various events and through the website and we are meeting with smaller theatres (Apollo and Princess) on further advertisement options. Rotating banner displays planning has been delayed but still anticipated.</p>	<p>Employers provided with an excellent resource to support them in hiring immigrants and refugees.</p> <p>Transit ads ran from late Nov and continued into January. Employers continue to reach out for supports. Visits with employers continue to take place (to share the current system for supports and how to get involved in networking events etc.) Resulting from this work, the Immigrant Employment Hub is under planning (see below).</p>
	<p>2. Engage, educate and support employers to recruit, hire and retain immigrant and refugee talent</p>	WSG employer partners, job developer group, WFPB, staff	<p>Employer engagement and connections: Continue to meet with employers via the campaign and also at Chamber of Commerce Business After 5 events. Connected with employers at the Women In Business event through the Chamber of</p>	<p>We are building employer outreach lists. We are working on an employer education event with HRP in March and will begin discussions with the Greater KW Chamber for a Point of View event in June. Numerous employers have reached out with</p>

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			<p>Commerce. The revamped Immigration Portal and #HireImmigrantsWR continue to create new interest. A lot of employers are making their way to the Immigration Partnership via the website or word of mouth based on their need to find talent. Employers continue to connect multiple times a week. A recent presentation at BDC also created interest as their clients continue to be challenged to find people to work.</p> <p>#HireImmigrantsWR shone a light on the need to have a specialized employment program with a specific focus on immigrants and refugees. Conversations continue re: a one stop location (hub) for immigrants and employers re: employment, aiming to simplify the service landscape for employers.</p> <p>Employer / immigrant networking: We are delivering a Networking Training session as part of Communitech's Tech Jam event in February and a networking session as part of the Global Skills Conference in March where 30 Employers set up displays to connect with approx.150 internationally trained Individuals.</p>	<p>job postings, and most have been met in person and had needs assessed. We are actively sharing information to assist in their search (workshops, webinars and other specific information), and referring to Reception House, the Connector and Mentorship programs and some Employment Ontario agencies on a selective basis to ensure employers find the right talent.</p> <p>The action group continue work on the Waterloo Region Immigrant Talent Hub business plan. Voted for it to be employer focused. Decided to survey employers to confirm the plan is heading in the right direction. The goal is end of June for information gathering and fine-tuning the business plan so that funding plans can be put into place. The aim is for a mix of government, business and membership fee funding.</p>
Belong	<p>1. Promote awareness and networking of formal and informal organizations and groups addressing immigrant and refugee isolation</p> 	<p>SG partners and staff: Delton Glebe Counselling Centre, Waterloo Lutheran Seminary, City of Kitchener, YMCA, KW Multicultural Centre, Volunteer Action</p>	<p>The working group has been meeting regularly to plan follow-up on the actions suggested by participants of the Waterloo Region Multicultural Connections Nov event. The group have connected and attended events by other organizations with ethno-cultural groups to ensure plans align with other work in the community - for example, a presentation of CCORIC/KDCHC research with informal multicultural community leaders and a Civic Hub exploratory meeting organized by the Social Development Centre. The group is</p>	

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	Centre, Social Dev. Centre of WR	also represented by Diana on Wellbeing Waterloo Region's the Social Inclusion Catalyst Group.	
2. Develop and implement public education initiatives that promote belonging of immigrants and refugees to the broader community 	SG partners and staff: KW Art Gallery, Delton Glebe, Bridges to Belonging, City of Kitchener, City of Cambridge, YMCA, KW Multicultural Centre, community members	The group is preparing for the 2019 #belongtogetherWR social media campaign to commemorate the International Day for the Elimination of Racial Discrimination on March 21. Information will be shared across the Partnership soon. The group has also been involved, via Diana, on the planning group for a community conversation on racism and racial discrimination in Waterloo Region planned for the eventing of March 21 at Kitchener Public Library.	<p>The 2018 Global Migration Film Festival was a huge success, thanks to partners! It included 10 screenings across eight locations in Cambridge, Kitchener and Waterloo. Seven new partners joined this year (Canadian International Council, Laurier International, International Migration Research Centre, KW Art Gallery, Sexual Assault Support Centre WR, YWCA Cambridge and YMCA Immigrant Services), hosting their own screenings and follow-up discussion. Close to 400 people took part this year (compared to 200 in 2017) and we secured great media coverage:</p> <ul style="list-style-type: none"> • https://www.kitchenertoday.com/local-news/area-to-host-global-migration-film-festival-1139192 • http://www.exchangemagazine.com/2018/week48/Thursday/18112701.htm#Anchor-51540 • https://www.cbc.ca/news/canada/kitchener-waterloo/kate-5-fun-things-to-do-this-weekend-nov-30-dec-1-2-1.4927381 • https://spokeonline.com/2018/11/global-migration-film-festival-seeks-to-build-bridges-of-understanding/ • Radio Interview on CKWR FM 98.5 with Aatif Baskanderi, creator of the film Salaam B'y on Dec, 17, 2018.
3. Support local municipalities to provide leadership in the welcoming and inclusion of immigrants and	SG partners and staff: ROW, City of Cambridge, City of Kitchener, City of	The working group is meeting regularly and at the last BSG meeting, the City of Cambridge invited the group to discuss organizing a Newcomer Day in Cambridge in 2019. The group was receptive to this idea	

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	<p>refugees</p> 	Waterloo, YMCA, Volunteer Action Centre, community members	<p>and will start working to support the City of Cambridge in organizing this event.</p> <p>The group is also organizing a community citizenship ceremony in Cambridge in partnership with the City of Cambridge and the Institute for Canadian Citizenship.</p>	
Partnership-wide	<p>1. Advise all levels of government and systems leaders about desired changes and resource needs in Waterloo Region</p> 	IP Council, SG partners and staff	<p>Hosted a collaborative session in Jan 2019 for settlement and other partners to proactively plan proposals and partnerships in preparation for the 2019 federal call newcomer settlement program funding.</p> <p>Elected official engagement: Met MPP Belinda Karahalios to introduce the Immigration Partnership and share community priorities around immigration and refugee resettlement. Submitted written comments on immigration related budget priorities within the Federal Pre-Budget 2019 Consultation (Jan) and the Ontario Pre-budget Consultation (Feb).</p> <p>Attended the last meeting of the Wellbeing Waterloo Region Reference Group.</p>	<p>For the first time ever, around 15 partners who intend to apply for IRCC funding (all currently funded and some new) participated, sharing plans for proposals, exploring partnership opportunities and considering whether the proposals address service gaps. This was a major step forward in partnership!</p> <p>New area MPPs knowledgeable about IP, its work the work, community priorities and concerns about provincial funding for services. Federal and provincial governments informed of immigration related budgetary priorities in Waterloo Region.</p> <p>Various staff and partners will represent IP in WWR groups moving forward (Systems Change Champions table - Tara (co-convenor), Connectors Hub - Ernest, Social inclusion Catalyst Group - Diana). Other IP partners are also involved.</p> <p>Revised provision regarding scope of work in IP's Governance Document per Council direction at the Nov meeting.</p>
	<p>2. Implement communication strategies to educate the general public about immigration matters</p>	IP Council, SG partners and staff	<p>Promoted the Immigration Waterloo Region website and use of the site with partners' among clients. Developed IP social media presence.</p>	<p>Community partners are sharing the immigration website, looking for ways to improve content, and promoting events on the community calendar. IP Twitter and Facebook following grows.</p>

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		<p>Disseminated the Fall 2018 IP Newsletter on language learning. Developed the Winter 2019 issue on Racism and Discrimination.</p> <p>With leadership from an Ad Hoc Council group, developed communications plans for celebrating IPs 10+ year anniversary.</p>	<p>Newsletter emailed to 900 recipients, 450 copies mailed or shared in person, extensive social media promotion by IP and partners. Excellent feedback received.</p> <p>Based on partner feedback, themes reflecting 10 years of IP were identified. Author Susan Fish was commissioned to develop full stories. Communications and social media plan under development.</p>
<p>3. Cultivate opportunities for collaborative learning and development</p> 	<p>IP Council, SG partners and staff</p>	<p>With the Evaluation Advisory Committee, analyzed responses to the 2018 Partner Survey.</p> <p>Data and information: Received updates on the University of Waterloo's Waterloo Region Matters Survey, in Waterloo Region. Working with Public Health on Immigration Fact Sheets based on 2016 Census data. Gathered data on top languages of service requests from service providers.</p> <p>Partnership development: With leadership from an Ad Hoc Council group, planned and hosted the Feb 13 Partner Appreciation Event to kick off one year of celebrating IPs 10+ anniversary.</p>	<p>61 partners responded to the 2018 Partner Survey. Draft report of 2018 Partner Survey results prepared by staff and reviewed by EAC. To be discussed at Council and Steering Groups to identify directions for follow-up.</p> <p>Waterloo Region Matters Survey data expected in April. Data on secondary migration from Statistics Canada received and being analyzed in partnership with Region of Waterloo Public Health. Local data on top languages currently being analyzed.</p> <p>Around 70 past and current partners, staff and other community leaders honoured at the Appreciation Event.</p>

Context and cross-referrals

Contributors to success

- The IP staff team has grown! Alejandra Amezcuita Gutierrez joined us in January as Communications Coordinator to strengthen this area of our work.
- CAP is strengthening collective ability to focus and cohesion within the Pillars of our work.
- All signs point being in a very good place of trust and relationships which strengthens the outcomes of IPs collaborative work.

Challenges and how we're responding

- Gaps in immigrant employment channels highlighted via #HireImmigrants campaign – working on solutions with partners by way of an Immigrant Employment Hub.
- The very tight housing market, not just for immigrants and refugees, makes clear that we need to work collectively with others across Waterloo Region to address broader housing supply and policy issues and work is developing accordingly.
- Lack of data about international students and transition to permanent residency. We are exploring data from Statistics Canada to fill this knowledge gap.

How Council or other Steering Groups can support

- All Council and SG partners should share reflects of their journey with IP on social media tagging @ImmigrationWR and #IP10StrongTogether
- All Council/SG partners should participate in the March 21 #belongtogetherWR social media campaign to commemorate the Int. Day for the Elimination of Racial Discrimination (see BSG action 2 and connect with [Diana](#)).
- Council/SG partners should inquire about internal interpretation policies and share IPs interpretation tools within their organizations (see SSG action 2 and connect with [Dan](#)).
- Council/SG partners should promote the #HireImmigrantsWR campaign on social media (retweet @ImmigrationWR or tweet yourself) and host the displays in your public spaces (see WSG action 2 and connect with [Nora](#)).
- The [Call for Nominations](#) for the 2019 Newcomer Landlord Award is now open. Council and SG partners are encouraged to share widely and nominate landlords that go above and beyond to provide housing to immigrants and refugees.

Other community initiatives and how to they relate

- Research project on Building Migrant's Resiliency in Cities taking place in Waterloo Region led by Dr Jenna Hennebry, International Migration Research Centre. A project event is planned for April 11 at the Balsillie School in Waterloo. Community partners are encouraged to attend.
- The IP Council Chair participates on the Smart Waterloo Region advisory committee to share immigration perspectives in the preparation of Waterloo Region's Smart Cities bid focusing on healthy children and youth.