

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>	

Collaborative Actions	Who's engaged	Activities	Progress/ Outcomes
	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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	refugees 	Waterloo, YMCA, Volunteer Action Centre, community members	and will start working to support the City of Cambridge in organizing this event. The group is also organizing a community citizenship ceremony in Cambridge in partnership with the City of Cambridge and the Institute for Canadian Citizenship.	
Partnership-wide	1. Advise all levels of government and systems leaders about desired changes and resource needs in Waterloo Region 	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>
	2. Implement communication strategies to educate the general public about immigration matters	IP Council, SG partners and staff	Promoted the Immigration Waterloo Region website and use of the site with partners' among clients. Developed IP social media presence.	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.

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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.

Community Action Plan 2017-19

Progress Update February - April 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 275 people representing over 90 local organizations. Feedback survey of recipients (n = 36) showed 81% found it extremely or very useful; 67% share it with people within or beyond their organization; 50% use it to find programs to share with clients; and 72% use it to stay on top of trends and things they feel they should know.</p> <p style="color: red;">“Easily one of the most useful newsletters I subscribe to.”</p> <p style="color: red;">“It is very difficult to keep track of all the various initiatives, so having most of the info in one place is invaluable.”</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>Legal: The SSG discussed legal supports for newcomers and immigration legal service needs with the Waterloo Region Community Legal Service.</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 participates in the Refugee Mental Health Working Group and Refugee Health Clinic Group, community-driven groups which continue to meet quarterly.</p>	<p>Partners provided input via a legal needs assessment survey. WRCLS discussed potential expansion of immigration law services with SSG partners.</p> <p>So far 144 primary care professionals/groups, 14 community support groups and 7 mental health groups have registered for the LHIN-KWMC medical interpretation initiative.</p>	

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			<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.</p> <p>Housing: The Housing Task Group is staying connected to the Wellbeing Waterloo Region efforts around affordable housing and chronic homelessness.</p> <p>Settlement: Settlement EDs Group continues to meet to explore collaboration, hub discussions and sharing information. Several Sponsorship Agreement Holders supporting private refugee sponsors met settlement workers to clarify roles of sponsor groups, settlement workers and available supports.</p>	<p>Partners finalizing an overview of language learning options in WR to help inform and educate others working with newcomers.</p> <p>Discussed international students and connections beyond the university with House of Friendship and University of Waterloo (International Student Experience).</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 continues featuring ads at the Apollo theatre for a one year period. Investigating other possible communications channels to continue pushing the #HireImmigrants message to the broader community.</p>	<p>Employers provided with an excellent resource to support them in hiring immigrants and refugees.</p> <p>Employers continued to connect during the period, though not as many as previously. Also receiving employer referrals, i.e. from the City of Kitchener Economic Development Department as they meet with manufacturers struggling to find talent. Employer visits continue to understand needs and share current system of services.</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. Made connections with employers at Tech Jam and through the Global Skills networking event as well.</p>	<p>Continue to build employer outreach lists. The event planned with HRPB postponed until Fall 2019. Planning underway for a joint Point of View event with the Greater KW Chamber in June. Partnering with New Horizon Media to host an Immigrant Business Expo in September - focus on Immigrant Entrepreneurship.</p>

Collaborative Actions		Who's engaged	Activities	Progress/ Outcomes
			<p>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 delivered a Networking Training session as part of Communitech's Tech Jam event in February and had a very successful networking event as part of the Global Skills Conference in March.</p>	<p>Continue to work closely with Employment Ontario and non-Employment Ontario agencies in sharing job postings and partnering in outreach events.</p> <p>Action group continues work on the Immigrant Talent Hub business plan. An employer survey will take place soon. All the necessary research will be completed before final steps. WSG and leadership are participating in the process and full support is around the table.</p> <p>Thirty employers connected with around 200 internationally trained individuals and other immigrants and refugees.</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: Waterloo Lutheran Seminary, City of Kitchener, YMCA, KW Multicultural Centre, Volunteer Action Centre, Social Dev. Centre of WR</p>	<p>The working group has been meeting to follow-up on actions suggested by participants of the Nov Waterloo Region Multicultural Connections event. The most voted action related to the empowerment of ethno-cultural groups. A working group meeting with participants took place on 8 Apr at KPL and this working group will have another meeting on early May to plan for the second WR Multicultural Connections Forum expected to take place in June.</p>	<p>First working group meeting to follow up on WR Multicultural Connections actions took place on April 8. 25 participants from 10 ethno-cultural communities attended this meeting and committed to continue moving forward the actions to increase social connectedness among ethno-cultural groups.</p>
	<p>2. Develop and implement public education initiatives that promote belonging of immigrants and refugees to the broader community</p>	<p>SG partners and staff: KW Art Gallery, Bridges to Belonging, City of Kitchener, City of Cambridge, YMCA, KW</p>	<p>The 2019 #belongtogetherWR social media campaign to commemorate the International Day for the Elimination of Racial Discrimination on March 21 was a huge success. Many people sent in commitment statements and videos to show how they would help eliminate racial discrimination.</p> <p>The working group also supported</p>	<p>#belongtogetherWR 2019 results:</p> <p>Facebook: 11,683 reach; 652 engagements (likes/shares/comments)</p> <p>Twitter: 50,123 reach; 397 likes, 597 mentions, 187 retweets/tweets</p> <p>Instagram: 1,197 reach.</p>

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		Multicultural Centre, community members	organization of and participated in the well-attended "Speak Up: A Forum on Anti-Racism" event at KPL. The working group is waiting for the results of the public opinion survey on attitudes towards immigration in WR and based on what the data shows plans to design a similar campaign to I Am Waterloo Region.	
	3. Support local municipalities to provide leadership in the welcoming and inclusion of immigrants and refugees 	SG partners and staff: ROW, City of Cambridge, City of Kitchener, City of Waterloo, YMCA, Volunteer Action Centre, community members	The working group is meeting regularly. The City of Cambridge is organizing its first Newcomer Day in September. A community citizenship ceremony in partnership with the Institute for Canadian Citizenship is being organized as part of the day. Many members of BSG are actively participating in the organization of this initiative.	Information about approaches and examples of municipal involvement in immigration discussed at the National Metropolis Conference in Halifax was shared with the working group for consideration.
Partnership-wide	1. Advise all levels of government and systems leaders about desired changes and resource needs in Waterloo Region 	IP Council, SG partners and staff	Staff and several partners participated Wellbeing Waterloo Region training on systemic barriers to inclusion.	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.
	2. Implement communication strategies to educate the general public about immigration matters 	IP Council, SG partners and staff	Promoted the Immigration Waterloo Region website and use of the site with partners' among clients. Developed IP social media presence. Disseminated the Winter 2019 IP Newsletter on racism and discrimination. Developed the Spring 2019 issue on Immigrant Entrepreneurship.	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. Newsletter emailed to 900 recipients, 450 copies mailed or shared in person, extensive social media promotion by IP and partners. Excellent feedback received.

Collaborative Actions	Who's engaged	Activities	Progress/ Outcomes
		<p>Launched an IP 10+ Anniversary Page on the immigration portal and social media communications schedule.</p>	<p>Wonderful stories and pictures representing the first 10 years of the Immigration Partnership publicly available. Widely being shared online weekly – watch for and share social media posts each Monday.</p> <p>Inspiring other LIPs across Canada:</p> <p>“I am the new Brooks Local Immigration Partnership coordinator here in Brooks. I would like to congratulate you and the staff on the amazing work you doing in Waterloo and your social media presence. It is because of social media that I am reaching out. I found the #IamWaterlooRegion campaign [...] to be really impactful to the extent that I want to bring this campaign to Brooks, AB. I hope it is okay that I am borrowing some of the cool ideas and work you are doing in Waterloo.”</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 and disseminated responses to the 2018 Partner Survey.</p> <p>Gathered data from local organizations on top language of service requests and significant countries of origin among newcomer clients.</p> <p>Developed evaluation work plan through the end of 2020, including proposed 2019 Community Survey and CAP refresh process.</p> <p>Received updates on the University of Waterloo's Waterloo Region Matters Survey (includes questions on public attitudes toward immigration – data expected in April).</p> <p>Working with Public Health on new Immigration Fact Sheets based on 2016 Census data.</p>	<p>Shared the 2018 Partner Survey results with Council, Steering Groups and partners. Partners discussed findings at all SGs and considered how they impact planned activities.</p> <p>Broadly shared the 2019 Service Use Profile highlighting the languages and countries of origin of immigrants and refugees accessing services in Waterloo Region to enable local partners to plan services accordingly.</p> <p>Stats Canada data on secondary migration and other things received and being analyzed in partnership with Region of Waterloo Public Health.</p> <p>Shared Partner Survey and other research with other LIPs across Ontario/Canada. Provided advice on their research/evaluation questions.</p>

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		<p>Hosted a second planning meeting in March for settlement and other partners to do a deeper dive into planned partnerships in advance of the Apr 2019 federal call newcomer settlement program funding.</p> <p>Facilitated discussions between settlement service partners on development of an integrated service hub.</p>	<p>Local partners pursuing several concrete partnerships to address service gaps and more strongly align like services and programs.</p> <p>Settlement partners are committed to integrating services in one location. Developing plans for implementation.</p>

Context and cross-referrals

Contributors to success

- IP really benefited from the support of our MSW placement student, Sora Yun. We will look to continue that collaboration with Wilfrid Laurier University to add to our team capacity to support partners and CAP implementation.

Challenges and how we're responding

- Lack of data about international students/other temporary migrants 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 (see PW action 2)
- 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](#)).

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 – focus on international students and other temporary migrants to address that knowledge gaps.
- IP staff and partners are involved in the Allies in Refugee Integration research project. The Ontario-wide project is exploring how to enhance collaboration between privately sponsored refugees and their sponsors with local settlement organizations.
- Various IP staff and partners participate in Wellbeing Waterloo Region Groups to bring attention to immigrant and refugee populations in that work.

Community Action Plan 2017-19

Progress Update April-June 2019

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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 290 people representing over 70 local organizations.</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 refugee claimants in light of provincial cuts to legal aid and social assistance supports.</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 partners participate in the Refugee Health Clinic Group, a community-driven group which meets quarterly.</p> <p>Advised Sunlife regarding needs for search tools to link newcomers with health providers via a Chamber of Commerce connection.</p> <p>Explored Lumino (by Sunlife), iamsick.ca and wwhealthline.ca search tool options.</p> <p>The Refugee Mental Health Working Group, another community-driven group of direct service mental health</p>	<p>IP shared information about advocacy opportunities to partners and others in the community. IP and partners contributed to several advocacy efforts regarding legal aid supports – particularly for refugee claimants (as part of HHUG contributed to HHUG endorsement of ACTO letter, MCRS met with MPP Laura Mae Lindo, Chamber of Commerce, etc.)</p> <p>The IP Weekly update email continues to be a key source of information around mental health events, workshops and resources.</p>

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			<p>workers, decided to end regular meetings because they are fulfilling the need to share information and connect direct service workers in other ways.</p> <p>Language Learning: The Language Learning Task Group meets regularly, drawing in formal (LINC, ESL) and informal (conversation circles and tutoring) language learning partners. The group also provided an annual update to SSG partners on service changes and new language learning options in WR.</p> <p>IP contributed to a York University-driven, national longitudinal research project regarding language learning barriers for Syrian refugees.</p> <p>Housing: Stayed connected to Wellbeing WR work on affordable housing.</p> <p>Settlement: Co-hosted a workshop with CCBR on building the evaluation capacity of refugee-serving organizations.</p>	<p>The group shared an overview of English Language Learning Options in Waterloo Region, outlining formal and informal learning options to help inform and educate others working with newcomers.</p> <p>Wellbeing WR formed a strategic alliance with Leadership Waterloo Region and Waterloo Institute of Social Innovation and Resilience (WISER) to begin the background work on building readiness to move to a transformative affordable housing focus. LWR/ WISER will organize a Social Innovation lab to engage diverse multi-stakeholder groups in completing background research to address action.</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 radio spots on community stations Faith FM and the 98.5. Advertising at the Apollo theatre continues and until the fall. Messaging is also promoted at events, through the website and we are meeting with smaller theatres. Planning for rotating banner displays has been delayed but is still anticipated.</p> <p>WSGs action group continued working on the Waterloo Region</p>	<p>Employers provided with an excellent resource to support hiring immigrants and refugees.</p> <p>We have seen great results from radio ads, especially Faith FM, with outreach from listeners via the portal and phone calls. Employers continue to reach out for support. 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 being planning (see below).</p> <p>The group voted for the hub to be employer focused. Decided to survey employers to confirm the</p>

Collaborative Actions	Who's engaged	Activities	Progress/ Outcomes
		Immigrant Talent Hub business plan.	plan is heading in the right direction. It is being distributed to employers through June and followed by fine-tuning the business plan so a funding plan can be put in place, aiming for a mix of government, business and membership fee funding.
<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: We continue to meet with employers via the campaign and also at Chamber of Commerce Business After 5 events. IP hosted an exhibit table at the Manufacturing Summit to connect with employers, promote hiring immigrants and focus on gathering feedback re the Immigrant Talent Hub and employer survey.</p> <p>We participated in a Job Fair hosted by the Region of Waterloo and invited community partners to join from Connector Program, Internship Program and Immigrant Pre-Employment Program</p> <p>We are building employer outreach lists.</p> <p>An employer education event with HRPB is being planned for October. A Point of View event in partnership with the KW Chamber of Commerce is being held in June on "Global Talent – Local Impact". An employer recognition event is being planned for September with the Community Employment Linkages Committee, and an Immigrant Business Expo will be held in September in partnership with New Horizons Media.</p> <p>Employer / immigrant networking: Nothing in the period.</p>	<p>Numerous employers reached out during the period with job postings. We met most met in person and assessed needs. 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>At the job fair, community partners were able to promote their programs to the 600 people who attended (many were immigrants) and build connections with the 22 employers. Extremely successful!</p>

Collaborative Actions		Who's engaged	Activities	Progress/ Outcomes
Belong	1. Promote awareness and networking of formal and informal organizations and groups addressing immigrant and refugee isolation 	Waterloo Lutheran Seminary, City of Kitchener, YMCA, KW Multicultural Centre, Volunteer Action Centre, Social Dev. Centre, staff	<p>The social inclusion working group met regularly to plan follow-up on the actions suggested by participants of the Nov 2018 Waterloo Region Multicultural Connections event where participants focused on empowerment of ethno-cultural groups.</p> <p>The group is represented by Diana on Wellbeing Waterloo Region's the Social Inclusion Catalyst Group.</p>	The working group met participants at the beginning of April to unpack what the empowerment of ethno-cultural groups means and is focusing on three main aspects: space, knowledge and advocacy. IP has been exploring some potential solutions to issues of space and knowledge and is organizing a second WR Multicultural Connections Forum in July with leaders and members of ethno-cultural groups.
	2. Develop and implement public education initiatives that promote belonging of immigrants and refugees to the broader community 	KW Art Gallery, Bridges to Belonging, City of Kitchener, City of Cambridge, YMCA, KW Multicultural Centre, community members, staff	<p>Results from the Waterloo Region Matters Survey on perceptions of immigration were presented to the BSG.</p> <p>The IOM has informed us they will not be organizing the Global Migration Film Festival in 2019 due to lack of funding. The working group began discussing alternative plans to mark and celebrate International Migrants Day on Dec. 18.</p> <p>On behalf of IP, Diana participated in a panel on inclusion and belonging organized by Leadership Waterloo Region for their leadership development program participants.</p>	<p>A report on public perceptions of immigration in Waterloo Region is being finalized. Using this information, the working group is brainstorming a new public education campaign highlighting the benefits of immigration and addressing concerns the general public has around it. The working group is planning a public education session for members of the BSG and IP on myths and facts around immigration.</p> <p>Leadership Waterloo Region program participants more knowledgeable about diversity and inclusion issues.</p>
	3. Support local municipalities to provide leadership in the welcoming and inclusion of immigrants and refugees 	ROW, Cities of Cambridge, Kitchener, Waterloo, YMCA, Volunteer Action Centre, community members, staff	Staff and members of the BSG participated in the planning and organization of the first ever WR Newcomers Day in Cambridge and the community citizenship ceremony on September 17.	
Partnership-wide	1. Advise all levels of government and systems leaders about desired changes and resource	IP Council, SG partners and staff	Elected official/municipal engagement: With the IP Council Chair, delegated to the Cambridge City Council in June. Planned delegations to the Regional Council,	Cambridge City Council more aware of the work of the Partnership the importance of deeper municipal engagement on immigration matters. Municipal

Collaborative Actions	Who's engaged	Activities	Progress/ Outcomes
<p>needs in Waterloo Region</p> 		<p>and Waterloo and Kitchener City Councils. Submitted written comments in response to the City of Kitchener and City of Waterloo Strategic Plan consultations. Accepted an invitation to join the Mayor of Kitchener's Task Force on Diversity, Equity and Inclusion to share the collective learnings of IP. Participated in various Wellbeing Waterloo Region group meetings.</p>	<p>strategic planning processes informed about local immigration priorities and how they relate.</p> <p>Staff and partners represent IP on WWR (Systems Change Champions table - Tara, Connectors Hub - Ernest, Social inclusion Catalyst Group - Diana). Wellbeing WR informed by immigrant perspectives.</p>
<p>2. Implement communication strategies to educate the general public about immigration matters</p> 	<p>IP Council, SG partners and staff</p>	<p>Promoted the Immigration Waterloo Region website and use of the site with partners' among clients. Developed IP social media presence.</p> <p>Disseminated the Winter 2018 IP Newsletter on Racism and Discrimination. Developed the Winter 2019 issue on Immigrant Entrepreneurship.</p> <p>With leadership from an Ad Hoc Council group, developed communications plans for celebrating IPs 10+ year anniversary.</p>	<p>Community partners are sharing the immigration website, and promoting events on the community calendar. IP Twitter and Facebook following grows.</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>IPs partners and journey over 10 years being recognized and celebrated.</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, developed IPs 2019 Immigrant Survey tool.</p> <p>Data and information: Analyzed results from the Waterloo Region Matters Survey on perceptions of immigration. Together with Public Health, finalized the Waterloo Region Immigration Profile based on 2016 Census data. Had discussion with Wellbeing Waterloo Region to receive detailed survey data to do a deeper analysis of immigrant responses.</p>	<p>The 2019 Immigrant Survey (Immigration Matters Waterloo Region Survey) is open from Jun 17 to Jul 9. It has been widely shared with partners for promotion round Waterloo Region. Minimum 1,000 responses sought.</p> <p>Waterloo Region Matters Survey results will be shared widely in the community. Dissemination of Immigrant Profile planned.</p> <p>Many partners are informed about trends and emerging top languages and countries of origin for newcomers receiving services (<u>Service Use Profile</u>).</p>

Context and cross-referrals

Contributors to success

- Strong working relationship with Region of Waterloo Public Health and Planning departments, International Migration Research Centre, Wellbeing Waterloo Region and Workforce Planning Board is very important for sharing data and taking a comprehensive approach to research and data.

Challenges and how we're responding

- The very tight housing market for everyone makes clear we need to work collectively with others to address broader housing supply and policy issues; work is developing accordingly.

How Council or other Steering Groups can support

- Council/SG partners are encouraged to get min 10 responses to IPs 2019 Immigrant Survey – family, friends, neighbours, co-workers, volunteers, clients, and more (PW action 3 and connect with [Dan](#)).
- All Council/SG partners are invited to participate in Waterloo Region's first ever Newcomer Day Celebration on 17 Sept at Cambridge City Hall (see BSG action 3 and connect with [Diana](#)).
- Council/SG partners should promote the #HireImmigrantsWR campaign on social media (retweet @ImmigrationWR or tweet yourself) (see WSG action 2 and connect with [Nora](#)).
- The [Call for Nominations](#) for the 2019 Newcomer Landlord Award is now open. Council/SG partners are encouraged to share and nominate landlords that provide housing to immigrants and refugees.
- Share your journey with IP on social media tagging @ImmigrationWR and #IP10StrongTogether

Other community initiatives and how to they relate

- KW Counselling launched a learning placement for graduates of their Immigrant Leadership Development Program. Immigration Partnership and several partners are hosting learners to contribute to their development. IP is pleased to welcome Leila to our work through October.
- IP staff will attend the P2P-IRCC Preconference at International Metropolis 2019 for LIPs across Canada on "How Do We Know What's Working? Measuring Settlement Outcomes for Individuals and Communities" in Ottawa in June.

Community Action Plan 2017-19

Progress Update June-September 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>The Weekly format in response to subscriber feedback in order to be more readable and effective. Weekly events/info updates are a valuable tool for sharing information with over 300 people representing more than 70 local organizations.</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, broader community partners	<p>Hosted KidsAbility to explore how child developmental services serve newcomers and how to build stronger community connections to better help all newcomer families.</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: The Refugee Mental Health Working Group, another group of mental health workers, decided to stop meeting because they are otherwise able to share information and connect direct service workers. Therefore SSG decided to focus one meeting/year on mental health and invite other mental health partners to join.</p> <p>Language Learning: The Language Learning Task Group meets regularly, drawing in formal (LINC, ESL) and informal (conversation circles and tutoring) language learning partners.</p> <p>Housing: The 2019 Newcomer Landlord Award is accepting</p>	<p>KidsAbility will continue to be connected to SSG and build our collective understanding.</p> <p>A list of registered health providers was shared with partners that serve newcomers so they know where to ask for available interpretation.</p> <p>The IP Weekly update email continues to be a key source of information around mental health events, workshops and resources.</p> <p>Several nominations already</p>

Collaborative Actions		Who's engaged	Activities	Progress/ Outcomes
			<p>nominations until October 4.</p> <p>Settlement: Hosted a conversation with partners to reflect on what we've learned about ways of working in/since the Syrian refugee welcome process in 2015-2016 and what we need to possibly bring back/continue to work on to be as effective as possible. Also, engaged Regional staff with IP partners to address recurring difficulties with service access for refugee claimants.</p>	<p>submitted. Award/s will be presented at the local National Housing Day celebration on November 21.</p> <p>These conversations will continue as IP begins to refresh Community Action Plan.</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 more community radio ads. Ads at the Apollo theatre continue to run. Messaging is also promoted at events, through the website.</p> <p>WSGs action group continued working on the Waterloo Region Immigrant Talent Hub business plan. A survey is open to gather further insight on direction from employers.</p>	<p>Employers are provided with an excellent resource to support hiring immigrants and refugees.</p> <p>Have seen good results from radio ads, especially Faith FM, with outreach from listeners via the portal and phone calls. Employers continue to reach out. Employer visits slowed in summer but seeing increased interest in Sept as employers continue to struggle with finding talent. As a result of this work, plans for the Immigrant Employment Hub continue. The committee will reconvene in the Fall to review survey results and to plan next steps.</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 and other business/employer related events. This Fall presents many opportunities to network with employers. Employers continue to reach out for ideas of how to access talent and to provide job postings which are shared with partners working directly with newcomers. Continue to promote the hiring immigrants and refugees.</p> <p>IP participated in a planning committee for an Employer Awards</p>	<p>Numerous employers reached out wanting information and resources and sharing job postings; meetings will take place this Fall to assess their hiring needs. We are actively sharing information to assist in their employee search, 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>Around 70 people expected to</p>

	Collaborative Actions	Who's engaged	Activities	Progress/ Outcomes
			<p>breakfast in Sept where the focus is immigration. IP will speak at the event to bring further awareness to IPs role in community and the value of hiring immigrants. Employers will receive awards for their commitment to hiring immigrants/refugees.</p> <p>Employer education: IP partnered with the Greater KW Chamber of Commerce to present a Point of View educational event in late June for around 80 employers.</p> <p>An employer education event with HRPAA will be held in October.</p> <p>The next partnered Point of View event with the Chamber is being planned for January 2020 with a focus on immigration lawyers sharing tips re: hiring and recruiting from abroad.</p> <p>Employer / immigrant networking: IP will partner with the Workforce Planning Board to host Manufacturing Day bus tours for immigrants and refugees in Oct. Participants will get to tour manufacturers and network with business leaders. We will also partner on a part-time job fair in November.</p> <p>Tech Jam – IP will be participating in this event this fall. An opportunity to network with over 70 employers.</p>	<p>attend and 12 awards will be given out to local employers.</p> <p>An outstanding expert panel provided inspiration and education to other employers on hiring and integrating immigrants and refugees.</p> <p>In progress.</p> <p>Goal is over 100 employers to attend to learn how to access immigrant talent and hear employer testimonials.</p> <p>Immigrants and refugees will learn about job opportunities and workplace cultures.</p> <p>IP invite service partners to engage with employers and provide information/support to immigrants/refugees in attendance.</p>
Belong	<p>1. Promote awareness and networking of formal and informal organizations and groups addressing immigrant and refugee isolation</p> 	<p>City of Kitchener, KW Multicultural Centre, Carizon, Volunteer Action Centre, Social Dev. Centre, Shore, KW Art Gallery and staff</p>	<p>The Social Inclusion Working Group met regularly during the summer to organize and host the second WR Multicultural Connections Forum on Saturday, August 17 at the Kitchener Market. It included a panel with members of the Ontario Central Chinese Cultural Centre, Shamrose for Syrian Culture and Nigerians in the Region of Waterloo. There were also thematic round table discussions on access to space, knowledge and resources and advocacy tools.</p>	<p>The event was attended by 35 members of various ethno-cultural groups. 94% of participants thought this event was excellent/very good. 99% were very satisfied/satisfied with the networking, panel with ethno-cultural groups and thematic round table discussions. Participants are aware of all the community initiatives and efforts related to the empowerment of ethno-cultural groups. They also</p>

	Collaborative Actions	Who's engaged	Activities	Progress/ Outcomes
	<p>2. Develop and implement public education initiatives that promote belonging of immigrants and refugees to the broader community</p> 	<p>Bridges to Belonging, City of Kitchener, YMCA, KW Multicultural Centre, community members, staff</p>	<p>BSG reviewed and reflected on Waterloo Region Matters Survey results on perceptions of immigration at the end of May. In response, the Public Education Working Group offered an Immigration Myths and Facts presentation to members of the BSG. IP and Reception House partnered to offer this presentation on Aug 8 at KPL; 20 BSG members attended this presentation.</p> <p>The International Organization for Migration informed us the Global Migration Film Festival will run again in 2019. The working group is meeting to plan for this year's film festival in Waterloo Region.</p>	<p>report stronger relationships with ethno-cultural groups. Another meeting will be planned in Fall.</p> <p>Twenty BSG members attended the presentation. 77% strongly agreed/agreed they have increased knowledge of immigration facts. 78% strongly agree/agree they feel more confident responding to immigration myths. 100% would recommend the presentation to others. 100% thought the quality of the information presented was excellent/good. 78% would bring the presentation to their workplaces and/or become a co-presenter.</p>
	<p>3. Support local municipalities to provide leadership in the welcoming and inclusion of immigrants and refugees</p> 	<p>ROW, Cities of Cambridge, Kitchener, Waterloo, community members, staff</p>	<p>Staff and BSG members actively supported the City of Cambridge in the planning and organization of Cambridge Newcomers Day and the community citizenship ceremony on 17 Sept.</p>	<p>This was the first ever municipally-hosted Newcomers Day in Waterloo Region, following similar events hosted in cities like Toronto, Ottawa and Hamilton for several years.</p>
Partnership-wide	<p>1. Advise all levels of government and systems leaders about desired changes and resource needs in Waterloo Region</p> 	<p>IP Council, SG partners and staff</p>	<p>Elected official/municipal engagement: IP Council Chair/Vice Chair/ED delegated to Regional, Waterloo, Kitchener, Wellesley, and Wilmot Councils. Following City of Waterloo Strategic Plan comments, met various staff to discuss various recommendations in more detail and deeper collaboration. IPs ED participated in the first meeting of the Kitchener Mayor's Task Force on Diversity, Equity and Inclusion.</p> <p>Partners and staff participated in Wellbeing Waterloo Region group</p>	<p>Municipal Councils invited to the Fall Immigration Forum, more aware of the work of the Partnership and the importance of deeper municipal engagement on immigration matters. Asked to consider immigration in municipal and economic development planning. Engagement with municipal staff deepening.</p> <p>Wellbeing WR informed by immigrant perspectives.</p>

Collaborative Actions	Who's engaged	Activities	Progress/ Outcomes
		<p>meetings.</p> <p>Developed and invited candidates for federal election to respond to survey questions on immigration.</p>	<p>Survey questions sent to all candidates. Plan to collate and disseminated responses publicly.</p>
<p>2. Implement communication strategies to educate the general public about immigration matters</p> 	<p>IP Council, SG partners and staff</p>	<p>Promoted the Immigration Waterloo Region website and use of the site with partners' among clients.</p> <p>Developed IP social media presence. Spoke to immigration concerns in local media: "<u>How can our community be more welcoming to immigrants?</u>" <u>The Mike Farwell Show Podcast</u> , 570 <u>News Radio</u>.</p> <p>Disseminated the Summer 2019 IP Newsletter on Immigrant Entrepreneurism. Developed the Fall 2019 issue on Ethno-Cultural Groups</p> <p>Continued to implement IPs 10+ year anniversary communications plan.</p>	<p>Community partners shared the website and used the community calendar. Large spike in website visits due to Immigration Matters Survey. IP Twitter and Facebook following grows. Balanced immigration info shared with Waterloo Region public.</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>IP partners and journey over 10 years being recognized and celebrated.</p>
<p>3. Cultivate opportunities for collaborative learning and development</p> 	<p>IP Council, SG partners and staff</p>	<p>Published the <u>Waterloo Region Immigration Profile 2019</u> in partnership with Public Health. Data presented to Regional Council and used in presentations to Municipal Councils (see #1 above).</p> <p>Implemented IPs 2019 Immigrant Survey and worked on analysis of data. Overall analysis is mostly done, with disaggregation of data by subgroups is underway.</p> <p>Analysed the Waterloo Region Wellbeing survey results to look specifically at immigrant outcomes compared to overall outcomes. Data compared to Immigrant Survey results.</p> <p>Planned the 2019 Immigration Forum for Nov. logistical plans in progress.</p> <p>Planned Community Action Plan refresh process.</p>	<p>Councils more educated about immigration trends. Further dissemination planned.</p> <p>Goal of 1,000 responses surpassed - 1,090 immigrants responded! Partner engagement was incredible. Those that made significant efforts were recognised. Findings to be shared in Fall to inform community, IP activities and refresh of Community Action Plan.</p> <p>Partnering with Chamber of Commerce to attract more business to participate.</p> <p>Discussed with Evaluation Advisory Committee and seeking Council input. Fall/Winter timeline being planned.</p>

Context and cross-referrals

Contributors to success

- IP is data-rich! After 10+ years of working together we are at a point of having solid local data from census and other national sources, significant immigrant survey response, local data on perceptions of immigration, and more. Coupled with research and reports on immigration trends by Statistics Canada and the Conference Board of Canada, we have a very solid evidence base for planning our future work and doing public education and engagement in Waterloo Region. This is in great part the result of strong research partnership with groups like Region of Waterloo Public Health and Planning departments, International Migration Research Centre, Wellbeing Waterloo Region and Workforce Planning Board and the incredible engagement of IPs community partners.

Challenges and how we're responding

- The very tight housing market for everyone makes clear we need to work collectively with others to address broader housing supply and policy issues; work is developing accordingly.

How Council or other Steering Groups can support

- 2019 Newcomer Landlord Award [Call for Nominations](#) is open until 4 Oct. Council/SG partners are encouraged to share and nominate landlords (See SSG 2; connect w [Dan](#)).
- Council/SG partners should consider being a Global Migration Film Festival host (see BSG 2; connect w [Diana](#)).
- Council/SG partners should attend the 2019 Immigration Forum on 13 Nov (date tentative, see PW action 3 and connect with Tara).
- Council/SG partners should prepare for CAP refresh planning this Fall/Winter (date tentative, see PW action 3 and connect with Tara).
- Council/SG partners should promote the #HireImmigrantsWR campaign on social media (retweet @ImmigrationWR or tweet yourself) (see WSG action 2 and connect with [Nora](#)).
- Share your journey with IP on social media tagging @ImmigrationWR and #IP10StrongTogether

Other community initiatives and how to they relate

- IP staff will attend the 2019 P2P national conference on "[Immigration at the Crossroads: Renewing Support for Immigration to Canada at the Intersections of Research, Policy, and Practice](#)" in Toronto. Staff will present community work on the immigration survey at a pre-conference for Local Immigration Partnerships from across Canada.
- Welcome Home, a transitional housing program for refugee claimants and long-time SSG member, is transitioning from Ray of Hope to Mennonite Coalition for Refugee Support (MCRS). MCRS is also taking on the Open Homes program, which Waterloo Mennonite Brethren Church volunteers ran for years to provide claimants temporary accommodation in local families' homes. MCRS is engaging with the Region on best practices and coordinating programs to ensure that claimants transition well from temporary to long-term housing.
- From 24-29 Sept, local theatre company MT Space is hosting its [Impact Theatre Festival](#). World-class local, national, and international performers gather in downtown Kitchener for theatre that speaks to the experiences of immigrants and live in other parts of the world that influence newcomers to Canada. Check out some of the performances if you can!