



## Draft Belong Steering Group (BSG) Meeting Minutes

<b>Date:</b>	January 30, 2017	<b>Location:</b>	Victoria Hills Community Centre, Kitchener
<b>Time:</b>	1:30-3:30 pm		
<b>Present:</b>	Iman Arab (Chair), Dianne Boston-Nyp (Vice-Chair), Luke Moyer, Pamela Albrecht, Marla Pender, Nicole Neufeld, Kelly Kipfer, Janet Howitt, Nermin Ozdemir, Bashir Shabaz, Paulina Cisneros		
<b>Absent/ Regrets:</b>	Jassy Narayan, Mary Mueller, Asma Al-Washsh Martina Belanger, Colleen Sargeant James, Deb Bergey, Halyna Tepylo, Lynn Schulze and Janet Waito		
<b>Guests:</b>	Sarah Best and Faith Hussin		
<b>Staff:</b>	Tara Bedard, Michelle Martin, Pauline Peng and Diana Palmerin		

***The Belong Steering Group defines belonging as “an essential human need to be accepted and valued by others in order to reach one’s full potential in connecting, participating, integrating and thriving in the community”***

### 1. Welcome, Introductions (Iman)

- Regrets shared, Welcomed guests Sarah Best and Faith Hussin
- Welcome new member Paulina Cisneros (KW Multicultural Centre)

### 2. Review Agenda and Approve Past Minutes (Iman)

- Reviewed Agenda
- No conflict of interest declared
- Approved November 2016 BSG minutes

### 3. IP Council Update (Tara)

The Immigration Partnership Council is seeking expressions of interest for one new member with lived experience as an immigrant or refugee in Waterloo Region. Recruitment is by invitation only. If a community member from the BSG is interested in this opportunity or knows someone who would be a good addition to Council please let Tara know.

### 4. Community Action Plan Discussion (Michelle)

Michelle highlighted the process to arrive at the draft actions. IP Council reviewed the actions and was pleased with the draft CAP (Community Action Plan) and expressed trust in the process and that the pillars (Settle, Work Belong) know the issues and the opportunities to take action. They want to see a yearly review of the CAP. Council also recognized the unique challenges faced by the BSG and is willing to work with the group on potential solutions to overcome them. Iman and Dianne suggested working on a recruitment plan.

Michelle provided an overview of the prioritizing and commitment survey results with Action #2 being seen as the highest priority, then #1, and then Action #3.

**ACTION: Let Michelle know ASAP if your information is listed incorrectly or yet needs to be confirmed within your organization.**

We discussed each of the three draft actions and polled the group to determine if there was group consensus to move forward with each of these actions. After polling there was discussion about any reservations that individuals expressed.

- Action 1 – Consensus to move forward.
- Action 2 – Consensus to move forward.
- Action 3 – Consensus to move forward.

There was broad agreement with the proposed measurement framework.

## **5. Community Action Plan Updates (Diana)**

### **5.1. Municipal Services Action Group**

#### **5.1.1. Municipal Government and Local Democracy interactive presentations**

On December 1<sup>st</sup>, Lee Ann Wetzel (Region of Waterloo) and Pamela Albrecht (City of Waterloo) delivered an in-class local government presentation for ESL students of Conestoga LINC – Waterloo Site (approximately 20 students). The local government group continues looking for opportunities to deliver this presentation and reach out to other newcomer groups who might benefit from it (youth, women, seniors, etc.)

#### **5.1.2. Community Citizenship Ceremony (February 15, 2017)**

In collaboration with the City of Kitchener the BSG is hosting a Community Citizenship Ceremony on February 15, 2017 at the Rotunda in Kitchener City Hall. The Institute for Canadian Citizenship (ICC) is supporting this Ceremony as well. ICC's involvement means organizing round table discussions with the citizenship candidates to discuss the multiple meanings and ways of being Canadian as well as the different ways to be active and engaged citizens. After the official ceremony ICC provides the funding to hold a reception with the new citizens and their guests.

A meeting was organized on December 13 with members of the BSG who wanted to be involved in the organization of this event (Lee Ann Wetzel, Janet Howitt, Nicole Neufeld, Luke Moyer, Iman Arab, Marla Pender and Paulina Cisneros attended this meeting).

The ceremony is a public event and we encourage the group to join in and help us promote this event.

### **5.2. Public Education Action Group**

I am Waterloo Region continues releasing a poster and story of our ambassador every month. Diana has been connecting individually with each of them to find out more about their interests and the kind of opportunities they would like to get involved. Many of the members of the Public Education Group who worked on the #IamWR campaign are no longer members of the BSG. Given that the development of public education initiatives that promote belonging of immigrants and refugees to the broader community will continue being a priority for the BSG we would like to encourage more members to join this working group.

**Action: Diana to organize a meeting with members of the Public Education working group to discuss a potential event to celebrate the International Day for the Elimination of Racial Discrimination (March 21<sup>st</sup>)**

## **6. CCORIC (Community Coalition of Refugees and Immigrants Concerns) and World Refugee Update**

Through the Immigration Partnership a group of WLU postgraduate students is supporting CCORIC in the organization of this year World Refugee Day events in our region. If in the past your organization has been part of WRD, students will be contacting you soon to enquire about your interest in organizing an event this year. The BSG will continue supporting WRD but not leading its organization.

## **7. Community Updates / Emerging Issues (All)**

**Iman:** A vigil is being organized tonight at Kitchener City Hall to commemorate victims of the deadly shooting at a Quebec City mosque on the weekend.

**Luke:** The Cultural Diversity Program is organizing an event called Diversity Discourse II on February 7<sup>th</sup> at Cambridge City Hall (Bowman Room).

**Dianne:** KW Volunteer Action Centre has new publications to share with community organizations and is calling for nominations for its Volunteer Impact Awards. Nomination Deadline is March 5, 2017.

**Tara:** Nominations are open for the RBC Top 25 Canadian Immigrant Awards. Nomination Deadline is February 27, 2017.

**Meeting Adjourned at 3.35pm**

**Next Meeting: March 27, 2017, 1:30-3:30 pm, Location: Kitchener City Hall, Conestoga Room**

### **2017 BSG Meetings:**

Monday May 29<sup>th</sup>, 1:30-3:30 pm

Monday September 25<sup>th</sup>, 1:30-3:30 pm

Monday November 27<sup>th</sup>, 1:30-3:30 pm



## Draft Belong Steering Group (BSG) Meeting Minutes

<b>Date:</b>	March 27, 2017	<b>Location:</b>	Conestoga Room, Kitchener City Hall
<b>Time:</b>	1:30-3:30 pm		
<b>Present:</b>	Iman Arab (Chair), Dianne Boston-Nyp (Vice-Chair), Luke Moyer, Pamela Albrecht, Marla Pender, Nicole Neufeld, Kelly Kipfer, Janet Howitt, Bashir Shabaz, Paulina Cisneros, Elba Martinez, Faith Hussin, Jessica Cave, Heidi Harris and Colleen Sargeant James.		
<b>Absent/R egrets:</b>	Nermin Ozdemir, Jassy Narayan, Asma Al-Washsh, Martina Belanger and Gina Hickman.		
<b>Guests:</b>	Staff Sgt. Donna Mancuso (WRPS), Karun Karki and Vania Costa.		
<b>Staff:</b>	Tara Bedard and Diana Palmerin		

*The Belong Steering Group defines belonging as “an essential human need to be accepted and valued by others in order to reach one’s full potential in connecting, participating, integrating and thriving in the community”*

### 1. Welcome, Introductions (Iman)

- Regrets shared, Welcomed guests: Staff Sgt. Donna Mancuso, Karun Karki and Vania Costa.
- Welcome new members: Heidi Harris replacing Mary Mueller from Public Health, Gina Hickman replacing Deb Bergey from ROW Citizen Service, Jess Cave (Bridges to Belonging), Faith Hussin (community member) and Elba Martinez (community member).

### 2. Review Agenda and Approve Past Minutes (Iman)

- Reviewed Agenda
- No conflict of interest declared
- Approved January 2017 BSG minutes

### 3. Staff Sgt. Donna Mancuso (WRPS Equity and Inclusion Officer) Presentation

Staff Sgt. Donna Mancuso explained to the group that the position of Equity and Inclusion Officer has been recently created by WRPS. Three main areas are the focus of this role: community outreach, internal awareness raising and recruitment of members from racialized groups. Donna is hoping the Belong Steering Group can help by having some input on reviewing current WRPS resources for newcomers and taking the recruitment nights currently organized at WRPS Headquarters into the community.

### 4. IP Council Update (Tara)

- Two new members have been appointed to Council: Dr. Osei (February #IamWR ambassador) and Jenny Flager-George (WWLHIN).
- Evaluation Committee will continue working with staff and partners around measurement of the outcomes and impact of our work.

**Action: We need someone from the BSG to join this committee. If you are interested please let Tara or Diana know.**

- Syrian Newcomer Fund will have one more final call for applications.

**Action: Diana to send the link to the group of this final call.**

- IP Community Forum will be early in the Fall.
- New Immigration Portal is almost ready to launch at the beginning of May.

## **5. Community Action Plan (CAP) Updates**

### **5.1 Action 1: Immigrant and Refugee Isolation**

The working group for this action hasn't had a meeting yet as we feel more discussion is needed to clarify its focus and potential activities. Our new CAP 2017-2019 states this action as: to promote awareness and networking of formal and informal organizations and groups addressing issues of immigrant and refugee isolation. A joined meeting with some of the members of the Settlement Steering Group (SSG) has been suggested as they could help us understand better the causes and specific groups who tend to be more isolated as well as the programs currently available in our communities to address these issues.

**Action: Diana to organize a meeting with the members of this working group.**

### **5.2 Action 2: Public Education Working Group (PEWG)**

#### **5.2.1 Stand with Us: WR against discrimination (March 21 Social Media Campaign)**

The PEWG launched a social media campaign to commemorate the International Day for the Elimination of Racial Discrimination on March 21<sup>st</sup>. The idea was to encourage IP partners and the broader community to take a stand against racism and discrimination in our communities. A poster was created and an email signed by our BSG Chair was circulated among our partners explaining the goal of collecting at least 100 photos. The expectations of the campaign were surpassed as we were able to get around 200 tweets using the #IamWRagainstdiscrimination and photos that involved around 400 people joining in the message of the campaign. Thank you so much to everyone who joined and supported this campaign!

#### **5.2.2 I am Waterloo Region Campaign**

The I am WR Campaign is coming to and end in May. The last poster and story will be released on Thursday, May 18. The PEWG is currently planning an event to celebrate this occasion.

#### **5.2.3 (UN) Covered Photo Exhibition**

The (UN) Covered Photo Exhibition is composed of a series of photos of a group of Muslim and Sikh women from Cambridge explaining what it means to them to cover their heads. Abiha Syed is the Coordinator of this project and the exhibition is available to tour Kitchener and Waterloo locations from May 15 to June 5.

**Action: Please let Diana know if you are interested in hosting this beautiful exhibition for a day or two at one of your locations.**

### **5.3 Action 3: Welcoming and Inclusive Municipalities Working Group (Janet)**

#### **5.3.1 Community Citizenship Ceremonies**

The Community Citizenship Ceremony that we hosted on February 15 at Kitchener City Hall was great. The involvement of the Institute of Canadian Citizenship, the roundtable discussions with the candidates to citizenship and the performance of Inshallah Choir contributed to making this ceremony a beautiful community event.

The Institute for Canadian Citizenship has said that realistically they will be able to support one ceremony in our region per year (As far as we know the City of Waterloo is next in line to host it in 2018 and for this we would try to get the involvement of ICC again). In the meantime, some partner organizations like Waterloo Public Libraries, YMCA Language Assessment and the Kitchener Multicultural Festival have pursued hosting ceremonies this year.

#### **5.3.2 Local government presentations to newcomers**

Local government presentations to ESL students will continue to be delivered but we would like to reach out to other groups as well (newcomer youth, women, seniors, etc). It would be great if the broader BSG could help us on this task and brainstorm some ideas and places where this presentation could be offered.

**Action: Please let Diana know of any groups that would benefit from receiving this presentation.**

#### **5.3.3 Local government week Welcome Newcomers event**

Our aim for this year is to organize a one day welcome newcomers' event at each of the City Halls (Kitchener, Waterloo, Cambridge) during local government week (October 15-21). The idea would be to offer the local government presentation at Council Chambers, maybe organize a mock Council meeting, let the municipalities present what they are doing (neighbourhood strategy, diversity and inclusion, etc), gather some input on what newcomers expect from local government and maybe a brief meet and greet with the Mayors and/or some Councillors. We would also like to do something in the townships but haven't figured out how to do this yet – it was suggested to approach this through the regional libraries.

### **6. WR Welcomes Refugees Event (Diana)**

The IP and partners organized a community event to celebrate the work of the past year and a half to welcome and resettle Syrian refugees into our communities. The event was held on Saturday, March 25 at Kitchener City Hall from 1-4pm and it was a great success. The BSG had a table at this event encouraging attendees to give us some input on a few indicators of welcoming and belonging. The activity was well received and we think it would be valuable to take this activity to other events. The group discussed continuing to use the posters to gather feedback in future.

### **7. Community Updates / Emerging Issues (All)**

- Dan Vandebelt (Community Engagement Coordinator for the SSG) has been compiling and distributing a weekly update of community events and learning opportunities related to immigration. **Action: If you are interested in receiving this weekly update please let Diana know.**
- If there any events you would like to promote, please send them to Diana and she will make sure they are included in Dan's update.

**Meeting Adjourned at 3.30 pm**

**Next Meeting: May 29, 2017, 1:30-3:30 pm, Location: Kitchener City Hall, Conestoga Room**

**2017 BSG Meetings:**

Monday September 25<sup>th</sup>, 1:30-3:30 pm

Monday November 27<sup>th</sup>, 1:30-3:30 pm



## Draft Belong Steering Group (BSG) Meeting Minutes

<b>Date:</b>	May 29, 2017	<b>Location:</b>	Conestoga Room, Kitchener City Hall
<b>Time:</b>	1:30-3:30 pm		
<b>Present:</b>	Dianne Boston-Nyp (Vice-Chair), Staff Sgt. Donna Mancuso, Luke Moyer, Pamela Albrecht, Kelly Steiss, Heather Melo, Sandra Sydor, Nicole Neufeld, Janet Howitt, Paulina Cisneros, Elba Martinez, Jessica Cave, Jassy Narayan and Heidi Harris		
<b>Absent/Regrets:</b>	Iman Arab (Chair), Nermin Ozdemir, Colleen Sargeant James, Bashir Shabaz, Kelly Kipfer, Faith Hussin, Asma Al-Wahsh, Karun Karki and Gina Hickman		
<b>Guests:</b>	Eve Nadler (Wellbeing WR), Hoda Ghonim, Sarah Shafiq and Brice Balmer		
<b>Staff:</b>	Diana Palmerin and Paulina Rodriguez		

***The Belong Steering Group defines belonging as “an essential human need to be accepted and valued by others in order to reach one’s full potential in connecting, participating, integrating and thriving in the community”***

### 1. Welcome, Introductions (Dianne)

- Regrets shared, Welcomed guests: Eve Nadler, Hoda Ghonim, Sarah Shafiq and Brice Balmer.
- Welcome new members: Heather Melo (City of Cambridge), Sandra Sydor (Idea Exchange), Kelly Steiss replacing Marla Pender (City of Kitchener)

### 2. Review Agenda and Approve Past Minutes (Dianne)

- Reviewed Agenda
- No conflict of interest declared
- Approved March 2017 BSG minutes – add Elba Martinez to members present at the BSG March meeting.

### 3. Wellbeing Waterloo Region Presentation (Eve Nadler)

Eve Nadler presented a brief overview of the Wellbeing Waterloo Region Initiative to the group. This initiative is community-led and its aim is to work together across sectors to improve the wellbeing of communities in Waterloo Region. Wellbeing Waterloo Region has been holding community forums and conversations to engage and update the community and to get input on the initiative.

Jassy Narayan highlighted the need to reach out to seniors from diverse populations as they have very specific needs that need to be addressed. The members of the BSG suggested some ways to reach out to immigrant and refugee populations (community centres, Reception House, ethno-cultural groups, funding organizations, etc).

Eve invited the group to take part in the community conversations organized by the initiative and provide input, all information regarding the initiative is available at [www.wellbeingwaterloo.ca](http://www.wellbeingwaterloo.ca) or by getting in touch with:

Lorie Fioze – [lfioze@regionofwaterloo.ca](mailto:lfioze@regionofwaterloo.ca) or Eve Nadler – [enadler@regionofwaterloo.ca](mailto:enadler@regionofwaterloo.ca)



#### **4. Community Action Plan (CAP) 2017-2019 Feedback (Paulina Rodriguez)**

Paulina Rodriguez introduced herself to the group as the new Social Planner of the Immigration Partnership. She will continue working with the Evaluation Committee to develop measurement indicators for each of the actions of our new CAP. Paulina asked members of the group to fill out a brief survey to gather feedback from partners on the development process of the new CAP. She also circulated among the group the evaluation survey of the I am Waterloo Region campaign.

#### **5. Community Action Plan (CAP) Updates**

##### **5.1 Action 1: Immigrant and Refugee Isolation (Elba Martinez)**

Elba Martinez explained that this working group has had a first meeting. This meeting was exploratory as the members discussed the role and goals of this working group. It is also important to obtain a deeper understanding of whom, how and why some immigrants and refugees are experiencing isolation from the broader community. The working group also recognized that there are many formal and informal organizations and groups already addressing issues of immigrant and refugee isolation and therefore we need to connect with them. Elba explained that the group is basically building the context of its work, encouraging dialogue with formal and informal groups and finding out research carried out regarding immigrant/refugee isolation in WR and across Canada. The group will invite Georgina de Barros (Multicultural Outreach Worker – KW Counselling Services) to its next meeting.

##### **5.2 Action 2: Public Education Working Group (Paulina Cisneros)**

###### **5.2.1 March 21/International Day for the Elimination of Racial Discrimination campaign**

The public education working group has started thinking on a campaign for next year International Day for the Elimination of Racial Discrimination (March 21<sup>st</sup>). For 2018, the group would like to develop some ideas to encourage people to take action against racism and discrimination in our communities. The group will continue working on this and will present the general idea of the 2018 campaign at the BSG November meeting to get feedback from the rest of the group.

###### **5.2.2 Hate incident bystander intervention training**

The working group continues discussing the development of a Hate Bystander Intervention Training that could be offered to different groups in the community. A potential partnership with the Crime Prevention Council could be feasible for this project. On June 13, 6.15-9pm, the Friends of Crime Prevention are hosting “**From Bystander to Upstander: A Skills Workshop for Citizen Intervention**”.

###### **5.2.3 I am Waterloo Region Campaign wrap up**

The I am Waterloo Region campaign comes to an end this month. On May 18, the KW Art Gallery hosted an open conversation on Belonging with 9 ambassadors of the campaign. The event was very successful and well-attended. A final poster with the photos of the 12 ambassadors has been printed and is available to the community.

**Action – Please let Diana know if you and/or your organization would like a copy of the #IamWaterlooRegion final poster.**

#### **5.2.4 WR Immigrant Communities Oral History Project**

The public education working group has been talking about developing an Oral History Project in order to collect dozens of in-depth life histories of members from the different immigrant communities in Waterloo Region. By doing this, a sense of inclusion would be promoted and the diversity and multiplicity of immigrant journeys would be acknowledged by the broader community. This is a big project that would require the support of the WR Museum, ethno-cultural groups, community organizations and the Universities. At the last meeting of the working group a draft proposal of this project was circulated and a brief presentation of this project will be presented at the next IP Council meeting in September.

**Action: Diana to circulate the draft proposal of this project to the BSG.**

### **5.3 Action 3: Welcoming and Inclusive Municipalities Working Group (Janet Howitt)**

#### **5.3.1 Community Citizenship Ceremonies**

We will continue organizing Community Citizenship Ceremonies.

**Action – please let Diana know if you are interested in hosting a citizenship ceremony in the fall.**

#### **5.3.2 Local government week Welcome Newcomers event**

The group continues discussing the idea of trying to organize a Welcome Newcomer Day in WR similar to the one organized by the Toronto Newcomer Office. This year some IP staff and the Inclusion Coordinator for the City of Cambridge attended the event organized in Toronto on May 15. The group will continue discussing the value and feasibility of this initiative.

### **6. Waterloo Region World Refugee Day Update (Diana)**

World Refugee Day (WRD) is in June 20<sup>th</sup> and during this month there are many events happening in Waterloo Region. All the events have been uploaded on the WRD website [www.worldrefugeedaywr.com](http://www.worldrefugeedaywr.com)

### **7. Community Updates / Emerging Issues (All)**

- Pamela Albrecht – National Aboriginal Day – June 20 and 21 events:
  1. **Documentary Screening and Panel Discussion** (Location: Waterloo Region Museum)  
Colonization Road  
Tuesday, June 20 – 7:00pm-10:00pm  
This documentary references more than 1,600 kilometres of actual roads built by Europeans and Americans towards free plots of land in the mid-1800s. For the settlers, these roads led to a new life in what would become Canada. But for the Indigenous people who lived on the land, the construction of these roads marked the beginning of the dismantling of their land and their culture. The panel discussion following the

screening will include the film's director, a local Indigenous academic and a knowledge keeper.

**2. National Aboriginal Day Celebration** (Location: Waterloo Region Museum)

Wednesday, June 21 – 6:30pm-9:00pm

This will be an evening of celebration of National Aboriginal Day. First Nations singer songwriter Lacey Hill will be the featured performer, and the featured large drum will be Cedar Hill. This evening is designed to celebrate some of the beauties of various Indigenous cultures through song, dance and laughter.

Both events are free and open to the public.

- Dan Vandebelt from IP has been compiling and distributing a weekly update of community events and learning opportunities related to immigration.  
**Action: If you are interested in receiving this weekly update please let Diana know.**
- If there any events you would like to promote, please send them to Diana and she will make sure they are included in Dan's weekly update.

**Meeting Adjourned at 3.30 pm**

**Next Meeting: September 25, 2017, 1:30-3:30 pm, Location: Kitchener City Hall, Conestoga Room**

**2017 BSG Meetings:**

Monday November 27<sup>th</sup>, 1:30-3:30 pm, Location: Kitchener City Hall, Conestoga Room



## Belong Steering Group (BSG) Meeting Minutes

<b>Date:</b>	September 25, 2017	<b>Location:</b>	Conestoga Room, Kitchener City Hall
<b>Time:</b>	1:30-3:30 pm		
<b>Present:</b>	Dianne Boston-Nyp (Vice-Chair), Karun Karki, Pamela Albrecht, Jessica Cave, Paulina Cisneros, Marika Galadza, Brice Balmer, Luke Moyer, Hoda Ghonim, Sarah Shafiq, Kelly Kipfer, Jassy Narayan and Kelly Steiss.		
<b>Absent/ Regrets:</b>	Iman Arab (Chair), Staff Sgt. Donna Mancuso, Janet Howitt, Heather Melo, Asma Al-Wahsh and Elba Martinez.		
<b>Guests:</b>	Aleksandra Petrovic, Hiren and Ziad.		
<b>Staff:</b>	Diana Palmerin, Nora Whittington, Paulina Rodriguez and Jessica Thier.		

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### 1. Welcome, Introductions (Dianne)

- Regrets shared, Welcomed guests: Aleksandra Petrovic, Hiren and Ziad.
- Welcome new members: Marika Galadza replacing Bashir Shabaz (Reception House)

### 2. Review Agenda and Approve Past Minutes (Dianne)

- Reviewed Agenda
- No conflict of interest declared
- Approved May 2017 BSG minutes

### 3. Community Updates / Emerging Issues (All)

- **Jassy Narayan:** The cities of Kitchener and Waterloo have Age-Friendly advisory groups and various seniors initiatives but these groups and program are not inclusive enough and many people are being left out. Aging is a cultural experience and there is a need to reach out to seniors from diverse populations.
- **Nora Whittington (IP):** Manufacturing Day Public Tours – Friday, October 6. The Immigration Partnership has booked two buses as part of the Workforce Planning Board’s event – Manufacturing Day. This will allow 44 immigrant job seekers and employment service providers to tour local manufacturers. It will provide a snapshot of job opportunities in the manufacturing sector and an opportunity to connect with employers.
- **Hoda Ghonim (SHORE):** Arabic Women Health Group from Oct 4 – Oct 18 at Central Kitchener Public Library and from Oct 25 to November 8 at the Early Years Centre.
- **Paulina Cisneros (KW Multicultural Centre):** Together with IRCC, KW Multicultural Centre is offering Arabic-speaking Community Interpreters to community agencies at no charge. Their services can be used for Family Outreach sites, Employment Ontario providers and access to other community services. They cannot be booked for medical

or legal assignments. All the community interpreters have completed 180 hours of training and have completed police checks.

- **Marika Galadza (Reception House): Host to Home Minka Conference** (Oct 27-28) Deepening connections and understanding the refugee journey. Minka 2017 is focused on the following: Through story sharing, dialogue and experience, we will explore the journey of settlement in our Waterloo Region communities and, together, discover how we can move from acting as hosts to creating a home of belonging. We are seeking to understand and enhance the refugee settlement experience in the Waterloo Region.
- **Aleksandra Petrovic (Social Development Centre Waterloo Region): "Equity and Inclusion in Education for Student Well-Being"** community conversation (Oct 12, 4.30-6.00pm) – This discussion will be held at the Waterloo Region District School Board Education Centre and will discuss how we can create a network of champions to work on moving from exploration and understanding of the issues to creating strategies and resources that could be used together by educators, students, parents and community advocates to reduce inequity and exclusion in education.
- **Dianne Boston-Nyp (Volunteer Action Centre): Ambush the Arts** - October 20th - for all youth - but Newcomer Youth should could consider - it is a great way to get community involvement hours for just attending a fun event!  
**Championing Decent Work Seminar** - October 11 - the Waterloo Wellington Learning Alliance is hosting a series of professional development workshops for the non-profit sector. Great speakers will be coming into KW from Toronto's ONN (Ontario Nonprofit Network) to present this invigorating topic - please consider attending! Board members, upper management and others may attend.
- **Diana Palmerin (Immigration Partnership): KW Counselling Bridging Resources Meeting** – September 26, 6-8pm, Topic: Newcomer Seniors.  
Canadian Centre for Diversity and Inclusion **"Diversity on a Dime"** (Oct 17, 8.00am) – This event is for leaders, managers, or designated employees involved or interested in the planning and executing of diversity and equity strategies. This workshop will be held at CMHA Waterloo Wellington (1 Blue Springs Drive, Waterloo).

*\*Note: The Immigration Waterloo Region Calendar lists events and programs for immigrants and refugees in Waterloo Region, and immigration-related events for employers, agencies and community members. Please consider submitting your events and/or subscribe to receive regular updates for the categories that most interest you. The link is: <http://calendar.immigrationwaterlooregion.ca/default/Month>*

## **4. Community Action Plan (CAP) Updates**

### **4.1. Action 1: Immigrant and Refugee Isolation (Paulina Cisneros)**

The working group had a meeting on September 19. Georgina de Barros (KW Counselling Multicultural Outreach Worker) attended the meeting to talk about the Bridging Resources monthly meetings and the Leadership Development Program for ethno-cultural groups. The next Bridging Resources meeting will take place on September 26 and it will focus on Newcomer Seniors. Georgina encouraged members of the group to attend.

In August, Diana participated in the Town Hall on Senior's Issues hosted by MP Raj Saini in Kitchener to share newcomer perspectives.

## **4.2 Action 2: Public Education Working Group**

### **4.2.1 March 21/International Day for the Elimination of Racial Discrimination campaign**

Public education working group will start developing a campaign for next year's International Day for the Elimination of Racial Discrimination (March 21<sup>st</sup>). The group will present the general idea of the 2018 campaign at the BSG November meeting to get feedback from the rest of the BSG.

### **4.2.2 Kitchen Table Conversations (KTC) for Action on Inclusion**

In partnership with the Ontario Healthy Communities Coalition (OHCC) and ONESTEP, the BSG hosted a facilitator training session in Kitchener on June 19. Many members of the Public Education Working Group attended this training and two more training sessions have taken place in Cambridge. The group will connect again during the fall to discuss a coordinated approach to the KTC for Action on Inclusion in Waterloo Region.

### **4.2.3 Global Migration Film Festival / International Organization for Migration (IOM – December 2018)**

For the second year, the IOM is organizing the Global Migration Film Festival. The festival showcases films that capture the promise and challenges of migration for those who leave their homes in search of a better life and the contributions they make to their new communities. Last year, the film festival took place in 89 countries and this year they anticipate over 100. Diana connected with the organizers of the festival and the BSG has the possibility to host the festival in Waterloo Region (December 5-18). December 18 would be a good date as it is International Migrants Day

**Action: Public Education Working Group to start working on the organization of a screening as part of the Global Migration Film Festival.**

## **5. CAP 2017-2019 Evaluation Update**

Paulina Rodriguez (IP Social Planner) updated the group on the Evaluation Advisory Committee (EAC). Currently, the committee is working on a Performance Measurement Framework to draw connections between the activities of each of the steering groups and council and the expected outcomes of these activities. Results will be monitored on an ongoing basis.

Performance Measurement will help in three key areas, that include better decision making for the partnership, more transparency within the partnership, and it keeps us all accountable to the communities that we serve. The EAC was directed by Council to engage in this work.

Paulina shared with the group the performance measurement framework for the Belong pillar, explaining that there are a set of indicators to measure outcomes at various levels, from the resources or services that we create, to more immediate outcomes that we see as being the impact of the work of IP on the partnership itself. Then, we have defined intermediate outcomes as being those impacts on the lives of immigrants and refugees. Finally, we have the ultimate outcome, which is the mandate of IP.

Some of the indicators measure the direct results of the work of IP, and some indicators measure general trends that although are not only influenced by IP, the EAC believes are important for our community to track overtime. Paulina invited members of the BSG to review

the indicators focused on Belong and let her know if you have any feedback or if you think your organization would be able to support this work with data.

**Meeting Adjourned at 3.30 pm**

**Next Meeting: November 27<sup>th</sup>, 1:30-3:30 pm, Location: Kitchener City Hall, Conestoga Room**



## Belong Steering Group (BSG) Meeting Minutes

<b>Date:</b>	November 27, 2017	<b>Location:</b>	Conestoga Room, Kitchener City Hall
<b>Time:</b>	1:30-3:30 pm		
<b>Present:</b>	Iman Arab (Chair), Dianne Boston-Nyp (Vice-Chair), Pamela Albrecht, Jessica Cave, Paulina Cisneros, Brice Balmer, Luke Moyer, Sarah Shafiq, Kelly Kipfer, Kelly Steiss, Elba Martinez, Ingrid Brand, Faith Hussin and Shannon Markle.		
<b>Absent/ Regrets:</b>	Karun Karki, Marika Galadza, Heidi Newton, Hoda Ghonim, Kelly Kipfer, Janet Howitt, Jassy Narayan and Heather Melo		
<b>Guests:</b>	Gehan D. Sabry (Editor / Publisher Cross Cultures magazine).		
<b>Staff:</b>	Diana Palmerin and Jessica Thier.		

***The Belong Steering Group defines belonging as “an essential human need to be accepted and valued by others in order to reach one’s full potential in connecting, participating, integrating and thriving in the community”***

### 1. Welcome, Introductions (Iman)

- Regrets shared, Welcomed guests: Gehan D. Sabry (Editor / Publisher Cross Cultures magazine).
- Welcome new members: Shannon Markle replacing Sandra Sydor (Idea Exchange).

### 2. Review Agenda and Approve Past Minutes (Iman)

- Reviewed Agenda
- No conflict of interest declared
- Approved September 2017 BSG minutes

### 3. Guest speaker (Gehan D. Sabry – Editor / Publisher Cross Cultures magazine)

Since 2001, Gehan Sabry has been organizing every year a public event on March 21<sup>st</sup> to commemorate the International Day for the Elimination of Racial Discrimination in Kitchener City Hall. Schools get involved in this event in the morning, the afternoon is for an adult audience and the event ends with a peace concert in the evening. In 2017, members of the Public Education Group of the BSG participated in this event to promote the social media campaign “I am Waterloo Region against discrimination”. Gehan extended an invitation to the BSG to take part in this event in 2018 and talked to the group about her proposal to have a plaque in Victoria Park to celebrate the diversity of our community. The idea is that this plaque would be the beginning of a community dialogue around diversity and inclusion in Waterloo Region.

**Action: Diana to invite Gehan to the next Public Education Working Group meeting to continue exploring how we can work together on different activities related to the International Day for the Elimination of Racial Discrimination.**



## **4. Community Action Plan (CAP) Updates**

### **4.1. Action 1: Immigrant and Refugee Isolation (Elba Martinez)**

Following up on the meeting the working group had with Georgina de Barros from KW Counselling in September and the open call to community groups to apply for a grant from the Ontario Ministry of Senior Affairs, the working group in partnership with KW Counselling offered two free grant writing sessions. The sessions took place on October 30 and November 20, 6-8 pm at the Victoria Hills Community Centre and were specifically targeted to members of ethno-cultural groups in Waterloo Region. Both sessions were well attended by members of eight different ethno-cultural groups.

Elba attended the second session in her capacity as a member of a Latin American Seniors Group and found the workshop very useful. There are many ethno-cultural groups in the region and there's a need to build and increase their capacity. To break immigrant and refugee isolation, resources are needed and this working group can play a role in this and explore how we can create opportunities and facilitate access to available resources for these groups.

### **4.2 Action 2: Public Education Working Group**

#### **4.2.1 Global Migration Film Festival, December 5- 18 (Paulina Cisneros)**

The Public Education Working Group has been meeting to organize the first ever Waterloo Region Global Migration Film Festival in partnership with the International Organization for Migration (IOM). From the official selection of films the group voted and chose ten films to be screened at 9 different venues in Cambridge, Kitchener and Waterloo. Each film will be followed by a post screening discussion and the group is encouraged to help us promote the festival and attend film screenings. The dates and films to be screened as part of the Waterloo Region Global Migration Film Festival are:

**Dec. 5, 6pm Princess Twin Cinemas "Problemski Hotel"**

**Dec. 6, 7pm Albert McCormick Community Centre (Community Room) "No Problem! Six Months with the Barefoot Grandmamas"**

**Dec. 9, 7pm Cambridge Centre for the Arts (Toyota Room) "Cambridge Hotel"**

**Dec. 11, 6:30pm Downtown Community Centre "Home in a Foreign Land"**

**Dec. 12, 6:30pm Kingsdale Community Centre "The Deportation of Innocence"**

**Dec. 13, 6:15pm Queen's Square Library "Nanny"**

**Dec. 14, 6:30pm Victoria Hills Community Centre "The Lucky Specials"**

**Dec. 15, 6:30pm Williamsburg Community Centre "El Peso de la Manta"**

**Dec. 18, 6pm Kitchener City Hall Rotunda "Misafir A Guest" and "When I'm There"**

#### **4.2.2. March 21 / International Day for the Elimination of Racial Discrimination campaign (Dianne Boston-Nyp)**

The Public education working group has started developing a campaign for next year's International Day for the Elimination of Racial Discrimination (March 21<sup>st</sup>) and will be seeking feedback from the rest of the BSG at the January meeting.

### **4.3 Action 3: Welcoming and Inclusive Municipalities Working Group (Pam Albrecht)**

The group will be offering another local government presentation to ESL students on December 6, 9:30 – 11 am at Council Chambers in Kitchener City Hall. We expect 80 ESL students from St. Louis to attend this presentation and members of the BSG are invited to

attend as well. We are currently working on reaching out to more groups to offer this presentation.

#### **5. CAP 2017-2019 Evaluation Update (Jessica Thier)**

On behalf of Paulina Rodriguez (IP Social Planner), Jessica Thier updated the group on the Evaluation Advisory Committee (EAC). The Immigration Partnership has launched the partner and the community surveys. These are a result of the work of the Evaluation Advisory Committee and align with the indicators Paulina discussed at the last meeting. The EAC has worked hard on these surveys and now we would like to get as many people responding to them as possible. The Community Survey is separate from the 2017 IP Partner Survey which is for people that are directly involved in IP committees and work. The two surveys are separate but complementary. Partners who want to share their perspective as immigrants/refugees are welcomed to fill out the community survey.

We also have paper copies of the survey posters and the surveys, translated into Mandarin, Spanish and Arabic.

#### **6. Community Update (All)**

**Meeting Adjourned at 3.30 pm**

**Next Meeting: January 29, 1:30-3:30 pm, Location: TBD**