

**Immigration Partnership Council
Meeting Minutes**

Date:	18 January 2017
Time:	12:00pm – 2:00pm
Location:	271 West Restaurant, 271 King St. W., Kitchener
Present:	Peter Donahue (Chair), Linda Terry (Vice Chair), John Haddock (Past Chair), Iman Arab (BSG Chair), Jennifer Roggemann, Karen Spencer, Jan Varner, Elif Gunce
Regrets:	Pari Karem (SSG Chair), Douglas Bartholomew-Saunders, Conal Vaughn, Kelly McManus, Theron Kramer, Lucia Harrison, Ian McLean (WSG Chair), Tracey Hare Connell, Sonja Erstic
Absent:	Asnake Dabala
Guests:	Peter Sweeney
Staff:	Tara Bedard, Pauline Peng, Nora Whittington, Dan Vandebelt, Diana Palmerin Velasco, Michelle Martin

1. Welcome and Review of the Meeting Agenda

Meeting started at 12:08pm. Peter Donahue welcomed everyone and introduced Peter Sweeney, the new CEO of the YMCA. Peter suggested moving “Items for Information/Discussion” ahead to item 4.

2. Declaration of Conflict of Interest

No conflicts of interest were declared.

3. Approval of the Consent Agenda

Peter introduced the content of the consent agenda, which included the 16 November 2016 Council Meeting Minutes, 29 November Syrian Fund Task Force Meeting Report and CAP Implementation Progress Reports. Council members were given the opportunity to pull items from the consent agenda for discussion. None were brought forward.

- John Haddock brought forward a motion that the Immigration Partnership Council approve the consent agenda in its entirety.
- Jan Varner seconded the motion.
- Council voted to approve the motion. No members opposed or abstained from vote. Motion carried.

4. Items for Information/Discussion

4.1 CAP Planning

Michelle Martin provided IP Council with an overview of Community Action Plan (CAP) development process leading to today’s meeting, and various aspects of partner engagement. She then led Council through a discussion of the pillar and partnership-wide actions contained in the draft and confirmed process moving forward – Council input to be shared with Steering Groups for consideration, final review by Steering Groups, Council approval at next meeting. Overarching themes from the discussion included:

- Jan Varner and John Haddock suggested looking further at alignment of the partnership-wide actions with the steering group actions. It was noted that some specifics are included based on CAP planning discussions and that as actions are further developed by the Steering Groups, the closer ties will be identified.

- Jennifer Roggemann suggested including measurement examples for the partnership-wide actions in the appendix to reinforce Council commitment to progress, as with the Steering Groups. John Haddock and Peter Donahue expressed support and suggested that a Council Task Force be struck to work with Tara on this.
- Jennifer suggested that as indicators are developed they focus on both positive outcomes and progress – not all outcomes will be positive but we may still be making progress. This can help to inform if and how we adjust our strategies over time.
- Karen Spencer expressed support for the layout and inclusion of various pieces of information under each action to explain what we are doing and why. She suggested that each section include reference to past accomplishments in the development of IP's work. Council was in agreement.
- Council preferred specific reference to partner commitment as an acknowledgment.
- Jan Varner suggested that the measurement framework be developed with funder commitments in mind, so that we are meeting our various tracking and reporting needs through one process.
- Linda Terry noted that the draft CAP indicates more outreach is needed with Cambridge stakeholders to secure their engagement.
- Council was satisfied with the proposed CAP period being linked to funding contributions.
- Council was in favour of an annual review of progress that would meet several purposes: 1. More clearly showing our progress over time than bi-monthly reports can capture; 2. Enable review of relevancy of actions; 3. Align with funder requirements; 4. Clearly communicate our accomplishments to the community. Council was in favour of one integrated report focusing on key points of accomplishment with a focus on both outcomes and process (as a collective impact initiative).
- Council reviewed partner commitment across the Steering Groups and noted that the culture of each group influences some of the outcomes. In the case of Belong, Diana and Iman noted that this is impacted the larger proportion of community members who may have less time to commit and may change more frequently due to their changing life circumstances. In discussing how to address this, it was suggested that organizational partners be identified to pair with community members in leading actions to provide institutional support. Peter Donahue noted a need to draw a tie between Council and BSG and have Council support each of the 3 actions. Peter Sweeney suggested identifying needs across all pillars and then approaching partners to support in more than one pillar based on their capacities.
- Karen asked why the action on promoting English learning opportunities rated as least important when in community outreach is appeared to be highest priority and wondered if it should be a separate action or embedded into action #2. Council suggested that the Settle Steering Group discuss whether to keep actions 3 and 4 independent or to integrate them into actions 1 and 2, with note to avoid losing the enthusiasm of partners committed to actions 3 and 4.

Council members expressed a desire to approve the CAP in the absence of clear commitment on all parts with the understanding that some aspects will be developed in implementation, noting that approval is important to enable partners to move forward. Council agreed to approve the final version via email voting.

Action items:

- Tara/Peter to engage Council members in development of a measurement plan for the partnership-wide actions.
- Michelle/Tara to incorporate reference to past accomplishments into the CAP.
- Michelle/Tara to forward the final CAP to Council for approval via email following final revision.

4.2 IP Council Membership Update

John updated the Council on recruitment progress. He noted possible interest from the Waterloo Wellington Local Health Integration Network in joining Council. He also noted that a community member will be sought to replace Asnake Dabala who has not been able to participate, suggesting that the request be put to Belong Steering Group members to leverage known commitments to the work of Immigration Partnership. Council was in support.

Action items:

- John/Tara to follow-up on Council recruitment.

4.3 MP/MPP Advocacy Update

Peter and Tara provided an update on recent meetings with MPs Marwan Tabarra and Raj Saini. Both found a need to do more than advocate on behalf of the community, but to better educate political representatives about the conditions in the community and community needs from a more holistic perspective. They suggested Council plan to convene annual or bi-annual immigration roundtables with MPs and MPPs.

Linda agreed with Council to hosting such roundtables in this community to increase MP/MPP connection to many issues around the community on behalf of all immigrants and refugees.

Jennifer reinforced a focus on long-term relationship building and John encouraged a focus on the community as a whole.

Iman suggested looking at ways to leverage the standing committee connections of MPs and MPPs.

Jan expressed the challenge of bringing the collective voice of the community to this discussion, especially when funding is at stake. She suggested a focus on changing the systems of support which can help smaller organizations by amplifying their voices.

4.4 Syrian Resettlement/Newcomer Fund Update

John reported that he and Tara visited the interim CEO of The Kitchener and Waterloo Community Foundation last week. He noted that the Syrian Newcomer Fund will remain open but no further significant donations are expected. Instead, the KWCF will include all newcomers as a priority through their regular grants programs, especially the Community Fund, and IP may suggest priorities as relevant. He also noted that IP may be able to leverage funds to support CAP implementation.

5 Manager Report

Tara referred Council to the Manager Report in the Council meeting package. She noted that this would be Michelle's last Council meeting because she will soon start maternity leave and thanked Michelle for all of her work in engaging partners in developing the new CAP.

6 Meeting Adjourned at 1:48pm

Peter thanked everyone for their input and adjourned the meeting.

Next Meeting: 15 March 2017, 11:30-2:00

Location: 150 Frederick St. Room 110 (Gaukel Room)

Immigration Partnership Council Meeting Minutes

Date:	15 March 2017
Time:	12:00pm – 2:00pm
Location:	150 Frederick St. Room 110, Kitchener
Present:	Linda Terry (Vice Chair), Jennifer Roggemann, Jan Varner, Elif Gunce, Douglas Bartholomew-Saunders, Conal Vaughn, Kelly McManus, Theron Kramer, Lucia Harrison, Tracey Hare Connell, Jenny Flagler-George, Ernest Osei
Regrets:	Peter Donahue (Chair), John Haddock (Past Chair), Iman Arab (BSG Chair), Pari Karem (SSG Chair), Ian McLean (WSG Chair), Karen Spencer
Absent:	Sonja Erstic
Staff:	Tara Bedard, Pauline Peng, Dan Vandebelt, Diana Palmerin Velasco

1. Welcome and Review of the Meeting Agenda

Meeting started at 12:02pm. In Peter Donahue's absence, Linda Terry chaired the meeting. She welcomed everyone and introduced Jenny Flagler-George and Dr. Ernest Osei as new members to Council. She introduced agenda; CAP highlights were moved forward followed by items for approval.

Linda announced that Tara Bedard's title changed to Executive Director of Immigration Partnership.

2. Declaration of Conflict of Interest

No conflicts of interest were declared.

3. CAP Implementation Highlights

SSG

In Pari Karem's absence, Dan Vandebelt reported that the Settle Steering Group decided to organize itself to tackle its two actions areas sectorally, rather than by action, to ensure alignment. Works plans are under development. SSG is also following a new initiative called Faith Tech that may align with their actions. It aims to identify tech solutions to solve ongoing issues. Dan also reported that IP partners Sanctuary Refugee Health Clinic, the Centre for Family Medicine and Reception House are hosting sessions for doctors and care-givers working with refugee clients.

Linda noted that Reception House, the Region of Waterloo and Cambridge partners had come together to discuss challenges in housing Syrian refugees in Cambridge, and that no solutions had been identified because the housing market is difficult.

BSG

In Iman Arab's absence, Diana Palmerin Velasco reported that Belong Steering Group has started planning implementation of its CAP actions. BSG continues to release #IamWaterlooRegion posters each month; the campaign ends in May. BSG discussed whether or not to continue the campaign permanently. That will probably not happen but the group will continue to engage with the ambassadors and is planning for an event to mark the end of the campaign in May.

March 21 is the International Day against Racial Discrimination. BSG is planning a social media campaign to encourage people in Waterloo Region to make a public stand against discrimination. It will be similar in format to the IamWR posters for brand recognition. BSG set a goal of collecting 100

photos on Twitter. All IP Council members are requested to participate and share with their networks. BSG is discussing how to build on this initial step next year.

Diana reported on the community citizenship ceremony held on 15 February with the Institute for Canadian Citizenship. Jennifer Roggemann spoke at the ceremony representing Immigration Partnership and seven of the lamWaterlooRegion ambassadors participated. Overall around 200 people attended, including 35 new citizens and 40 choir members – the event was fantastic.

Lucia Harrison reported that this year's KW Multicultural Festival (24-25 June) will include a ceremony for all Canadians, including Canadian-born, to affirm their citizenship. Kelly McManus asked how often the ceremonies are held and if other partners may get involved – i.e., University of Waterloo's Canada Celebration. Diana and Tara agreed to follow-up with her and IRCC.

WSG

In the absence of Ian McLean and Nora Whittington, Tara updated Council on WSG activities. The Employment Working Group for Syrian refugees merged with IP's Immigrant Employment Action Group. Several meetings have taken place where good discussions about matching refugees that arrived last year to employment services and how to ensure earlier attachment for future arrivals.

Nora and other partners are supporting the KW Multicultural Centre with development of the Global Skills Conference for 200+ internationally-trained professionals on April 12. IP will host a networking event for employers and participants at the end of the day – 20 of 30 employer participants secured. Tara requested that Council members consider identifying employers to participate in this great opportunity to connect with local internationally-trained talent. New this year – Syrian refugees will be invited. Lucia noted there will be an Arabic-language networking session.

WSG is also supporting the Workforce Planning Board in its efforts to develop an Immigrant Mentoring Day.

Action items:

- IP Council members to participate in the March 21 social media campaign.
- Diana and Tara to follow-up with Kelly/IRCC on a community citizenship ceremony.
- IP Council members to help identify employers for the Global Skills networking event.

4. Approval of the Consent Agenda

Linda introduced the content of the consent agenda, which included the 18 January 2017 Council Meeting Minutes, 20 January Syrian Fund Task Force Meeting Report, CAP Implementation Progress Reports and Community Action Plan 2017-2019. Council members were given the opportunity to pull items from the consent agenda for discussion. None were brought forward.

Motion: That the Immigration Partnership Council approve the consent agenda in its entirety.

- Jan Varner brought forward the motion.
- Kelly McManus seconded the motion.
- Council voted to approve the motion. No members opposed or abstained from vote. Motion carried.

5. Item for Discussion and Approval

New Member Appointment

Motion: That the Immigration Partnership Council appoint Jenny Flagler-George (Waterloo Wellington Local Health Integration Network) and Dr Ernest Osei to the Immigration Partnership Council.

- Douglas Bartholomew-Saunders brought forward the motion.
- Lucia Harrison seconded the motion.
- Council voted to approve the motion. No members opposed or abstained from vote. Motion carried.

Council welcomed Jenny Flagler-George and Dr Osei.

Jennifer Roggemann introduced her new project: How do you love Canada? She started it after the community citizenship ceremony. It challenges Canadian-born and immigrants to share what they love about Canada and to express their gratitude. Her goal is to collect and share the stories of 150 individuals.

6. Executive Director Report

Tara reported that a new three-year contribution agreement with Immigration, Refugees and Citizenship Canada will be in place by 1 April 2017. She is conducting recruitment for a new social planning associate with work with IP.

Peter and Tara met partners at Wilfrid Laurier University to bring focus back to the learning community and its alignment with the new CAP. The learning team (involving more partners and University of Waterloo participants) will meet in April. WLU was also invited to attend upcoming Steering Group meetings to meet and hear from more IP partners.

Tara and WLU colleagues will be panelists at the C2U Expo in May (on community and university partnerships) on our learning community development – an opportunity to learn more about community-university partnerships in other communities.

Tara has been following the Wellbeing Waterloo Initiative. It is in the process of taking broad input and expected to narrow focus later this year. Not yet clear how it will align with IP. They are seeking input from underrepresented groups, including newcomers; will connect them with partners.

The Syrian resettlement (Centre for Community Based Research, International Migration Research Centre - IMRC) and faith and settlement (CCBR) research projects are ongoing. There has been lots of input and results are starting to formulate. Tara will participate with them in presenting early findings at the national Metropolis conference in March (Lucia and Pari also joining), and is discussing ways of sharing and considering the results with partners for consideration of potential impact on our work.

Jan was pleased to see the work being done to profile the work of the Immigration Partnership and asked Tara how she feels about what we do compared to other LIPs. Tara noted that every LIP is very different in its structure and focus, but noted that she feels our work in Waterloo Region is very strong compared to some communities and that the level of cohesion and partnership with and among partners is very strong among LIPs.

Theron noted that through involvement in IMRC comparative research on LIPs he considers us to be ahead of many others as a LIP and as a community. Douglas indicated that our collaboration and approach to refugee resettlement has been recognized at the provincial level and put forward as a model of good practice. Lucia noted competition among settlement agencies is very high in some communities, but collaboration through IP here has been strong and we are working together well.

Douglas and Jan both indicated a need to continue to get that message out. Linda concurred that there is more work to do locally to profile IP and what we do.

7. Items for Information/Discussion

7.1 New Member Introductions

Jenny Flagler-George is a planner at the Waterloo Wellington LHIN. The focus is on integrated health service planning. Her focus is health equity and population health (including newcomers). The LHIN will soon circulate its annual business plan. There will be a specific focus next year on interpretation and the LHIN recently approved funding in interpretation in primary care, which has been a gap.

Dr Ernest Osei is a medical physicist at Grand River Hospital (GRH), an associate professor at University of Waterloo and a volunteer at Ray of Hope and the Chicopee Centerville Community Centre. At GRH, he focuses on treatment planning for cancer patients.

7.2 Syrian Newcomer Fund Update and Membership

Linda noted that we are now through the first year of the Fund. Based on discussions with the Community Foundations, there is not likely to be any more large donations into the Fund. There is approximately \$18,000 remaining for distribution. The Task Force is currently reviewing one application received in the most recent round. According to the Terms of Reference, two Task Force members should be replaced.

Council discussed the future of the Fund and decided to open one final call for applications to close in May and to extend the term of the current Task Force members until July 2017 to see the process through to the end. At that time, the Task Force and the Fund will dissolved.

Motion: That the Immigration Partnership Council extend the membership term of Syrian Fund Task Force members until the end of July 2017.

- Douglas Bartholomew-Saunders brought forward the motion.
- Jan Varner seconded the motion.
- Council voted to approve the motion. No members opposed or abstained from vote. Motion carried.

Theron suggested that we explore the possibility of an evaluation of the impact of having had this Fund. Tara suggested that this could be proposed to the Learning Community

7.3 Evaluation Committee Update

Theron reminded Council that it set up the ad hoc Evaluation Committee to support CAP evaluation and planning and to infuse measurement in our ongoing work. The Committee is happy with our process and with the new the CAP. As we proceed, evaluation and measurement are crucial to demonstrate our impact and build the case for funding and resources. The Committee recommends Council establish an Evaluation Advisory Committee with 3-5 members from Council or the Steering Groups with evaluation experience; though Steering Group involvement is less important as we move forward. The Committee would act in an advisory role to IP staff and partners.

Theron expressed thanks to all members of the evaluation committee (himself, Pari Karem, Eliseo Martell, Marilena Benak and Roberto Villamar) and to the Steering Groups for their commitment to evaluation.

Council discussed its desire for evaluation to happen and the need to be able to demonstrate impact to ourselves, our community and our funders. A sub-committee of Council was seen to be important to reinforce the importance of this piece of our work and to underline that this is not just a staff

initiative. Council decided to strike the committee and noted that terms of reference would be brought forward for approval by staff and the committee.

Motion: That the Immigration Partnership Council establish the Evaluation Advisory Committee as a sub-committee of Council.

- Jan Varner brought forward the motion.
- Lucia Harrison seconded the motion.
- Council voted to approve the motion. No members opposed or abstained from vote. Motion carried.

7.4 Immigration Portal Update

Tara reminded Council that the Waterloo Region Immigration Portal is a community resource to support the attraction and retention of immigrants and refugees. It was developed 10 years ago and is outdated. IP staff members have been working on its redevelopment with eSolutions. Sectoral partners helped to develop the site map and various pieces of content and modules.

Council viewed the Portal's new design. They discussed various features that respond to recurrent challenges expressed by newcomers and those supporting them in Waterloo Region (need one place for information, need seamless connection to relevant services, etc), such as the contacts, calendar and news modules.

Linda suggested that it link to the isearchmycommunity database. Douglas suggests using Peak Democracy as a survey tool to get feedback. Elif asked how newcomers will know about this site and suggested handing materials to new immigrants at Pearson Airport. Tara agreed to explore and noted all community partners should link to and use the site for it to be effective. Douglas agreed and suggested attaching it to well-known sites, such as libraries, municipalities, etc.

6.5 Next IP Forum and Community Celebration

Tara reminded Council of the community celebration on March 25 to reinforce the welcoming of refugees and to acknowledge the work done by many organizations and volunteers. It is co-hosted by the Immigration Partnership which provided the foundation for the response, so all partners should join. The 2017 Community Forum will ideally be held in Autumn to provide adequate time for planning. Tara invited volunteers and input on its development.

Action items:

- Tara to issue final call for applications to the Syrian Newcomer Fund.
- Tara to recruit members for the Evaluation Advisory Committee.
- Staff and committee to develop terms of reference for Council approval.
- Council members to let Tara know if they would like to participate in Community Forum planning.

8. Meeting Adjourned at 1:58pm

Linda thanked everyone for their input and adjourned the meeting.

Next Meeting: 17 May 2017, 11:30am-2:00pm

Location: TBD

Immigration Partnership Council Meeting Minutes

Date:	17 May 2017
Time:	12:00pm – 2:00pm
Location:	150 Frederick St. Room 217, Kitchener
Present:	Peter Donahue (Chair), Iman Arab (BSG Chair), Pari Karem (SSG Chair), Ian McLean (WSG Chair), Elif Gunce, Douglas Bartholomew-Saunders, Kelly McManus, Jenny Flagler-George, Ernest Osei, Karen Spencer, Jan Varner, Lucia Harrison
Regrets:	Linda Terry (Vice Chair), John Haddock (Past Chair), Jennifer Roggemann, Tracey Hare Connell, Conal Vaughn
Absent:	Sonja Erstic
Staff:	Tara Bedard, Pauline Peng, Dan Vandebelt, Nora Whittington, Diana Palmerin Velasco, Paulina Rodriguez

1. Welcome and Review of the Meeting Agenda

Meeting started at 12:02pm. Peter Donahue welcomed everyone and introduced Paulina Rodriguez, the new Social Planning Associate at Immigration Partnership. He congratulated Karen Spencer for her new role as the Executive Director at Family and Children's Services.

Peter informed Council that Theron Kramer stepped down from IP Council due to health issues. He noted that Theron had just been awarded the City of Kitchener City Builder Award at a special ceremony and encouraged everyone to read the [article in The Record](#).

Jan Varner confirmed that she will also step down from Council as she will be retiring from the United Way. She noted her appreciation of the work of Immigration Partnership and the Council and the ongoing importance of supporting newcomers in Waterloo Region. Nancy Bird of the United Way will start to attend Council.

2. Declaration of Conflict of Interest

No conflicts of interest were declared.

3. Approval of the Consent Agenda

Peter introduced the content of the consent agenda, which included the 15 March 2017 Council Meeting Minutes and CAP Implementation Progress Report. Council members were given the opportunity to pull items from the consent agenda for discussion. None were brought forward.

Motion: That the Immigration Partnership Council approve the consent agenda in its entirety.

- Pari Karem brought forward the motion.
- Kelly McManus seconded the motion.
- Council voted to approve the motion. No members opposed or abstained from vote. Motion carried.

4. CAP Implementation Highlights

SSG

Pari Karem referred Council to the SSG progress report and noted there is nothing more to add at this time.

She requested to discuss ongoing concern about federal funding of local settlement programs. A 4-year funding cycle just ended and a new 3-year cycle is beginning. Year one is equivalent to the current fiscal year (April 2017-March 2018), year two includes 5% budget decrease and by year three the decrease is around 15%. Funded agencies have been asked to negotiate a base-funding top up for the first fiscal year. Agencies had to reduce staff and programs in March and this is an untenable disruption of service which negatively impacts clients. Pari asked if we can advocate through Council for adequate, sustainable base/level funding for settlement services.

Lucia Harrison added that the 3-year base funding agreements are also subject to change and noted that the level of funding and the way it is negotiated are problematic. She indicated that base funding levels are set accounting for the previous three years' immigration levels, when we know the whole approach to immigration has shifted and immigration levels are increasing.

Karen Spenser suggested that we articulate concrete impacts to service in order to frame any advocacy and to frame position around the need to get services to families early enough to avoid problems and intensification.

Kelly McManus agreed and asked for inclusion of information of the increased cost of post-problem interventions.

Tara updated Council about the recent roundtable with the immigration minister where some of these concerns were raised by IP and settlement partners. She noted that written submissions to the consultation were invited. Council agreed to submit a written brief and follow-up with MPs.

BSG

Iman Arab updated Council that the #IamWaterlooRegion campaign is wrapping up in June. The last ambassador profile will be published on May 18 and the KW Art Gallery will co-host an Open Conversation on Belonging with the ambassadors to bring closure to the campaign and celebrate it.

She reported that the March 21 #IamWRagainstdiscrimination campaign was incredibly successful. The goal of 100 tweets was by far surpassed and she thanked the many Council members that were extremely active in the campaign.

Iman noted several new initiatives under development:

1. Hate crime and bystander training, teaching people how to react appropriately.
2. Oral History Project to document the stories from immigrants and archive at a local museum.
3. Welcome Newcomer Day with municipal partners under consideration. Recent trip to check out the Toronto Newcomer Day gave lots of food for thought.

Pari requested to bring these ideas to the SSG for input and involvement and to ensure that they are open to all immigrants. Kelly added that the Canada 150 is a moment in time to leverage support for the oral history project – in this year we all have place in Canada, and everyone's story matters.

WSG

Ian McLean reported on recent WSG initiatives, stating that they Global Skills conference put on by KWMC was very successful and the IP networking event at the end of the day was fantastic. He noted the upcoming Diversity Intelligence Seminar on June 22 which will focus on supporting employers to develop soft skills in immigrants. Nora added that we have a lot of interest from employers and are particularly trying to reach the non-profit sector.

Nora informed Council that IP was recently awarded the Workforce Planning Board's Friendship Award for years of partnership.

Ian noted that the provincial election is not too far away and the GKWCC is beginning to plan its all party leadership meetings and will certainly include immigration relevant questions regarding skills development and the mismatch of talent and opportunity.

Nora concluded with information that WSG is working on a media campaign and success stories to support Syrian refugee employment efforts.

Action items:

- Tara to work with KWMC and YMCA to prepare a written submission for the federal immigration consultation.
- Peter, Tara, others to conduct follow-up meetings with MPs.

5. ED Report

Tara informed Council that like settlement agencies, IP's new federal base funding agreement is now in place and we are negotiating for the first fiscal year top up. We are preparing annual reports to the federal funder. In relation to the minister's roundtable, she added that numerous senior IRCC officials also participated and that those relationships are strengthening. There is also a new person responsible for the LIP portfolio and she is connecting to start that relationship.

Tara updated Council on the status of the research projects happening in the community around Syrian resettlement and faith and settlement partnerships, and work to profile this community. Tara joined research partners Centre for Community Based Research and International Migration Research Centre at two national conferences on immigration and community university partnerships to promote our research collaborations, the findings and the ways in which this community and Immigration Partnership work.

Tara noted that development of the new Immigration Portal is almost complete. Content migration is done and she and staff are now double checking content on the new site and making final changes. The site will be shared with key community stakeholders to see and comment on in advance of the launch. The soft launch date is set for June 8, with somewhat of a bigger launch to take place a bit later.

6. Items for Information/Discussion

6.1 Syrian Resettlement Steering Committee

Douglas showed Council a slideshow from the March 25 Community Celebration slideshow (double click the attachment below to view), noting that the atmosphere and feeling of celebration were incredible. It was a great way to bookend the initiative and really gave the families that have arrived in Waterloo Region a space to celebrate their life and culture here. It was a great event that many IP partners and staff had a role in, and it was another great demonstration of community leadership and inclusion.



He updated Council that the Syrian Refugee Resettlement Committee has ended its mandate given how things have developed over the last while (including numerous working groups folding back into IP for more ongoing focus), but committed to coming back together if a need arises. He noted that the Committee had looked at lessons learned and found that the structure, the leveraging of the local elected officials for advocacy, media approach and willingness to collaborate were all crucial to the community's successes. The Committee is confident in ending its mandate due to the strengthened relationships and linkages across sectors.

Considering this development, Tara asked for Council feedback on whether or not there are any organizational representatives or ways of working that we want to bring forward to the workings of Immigration Partnership?

Douglas suggested that Council consider inviting Reception House for membership. Karen expressed agreement, especially considering representation of the continuum of federal settlement funding provided in Waterloo Region.

Peter noted the important role of the control group in conducting advocacy and asked about the continuation of that. Douglas noted that Regional Council is now more aware of the issues and committed to being responsive to needs. He suggested that as needed, Tara can bring requests advocacy related to community settlement needs to Regional Council by way of staff reports, requesting action by the regional chair and area mayors.

6.2 Evaluation Advisory Committee

Paulina Rodriguez updated Council that the Evaluation Advisory Committee met one week ago. They discussed the gap left by Theron are working on the Terms of Reference and supporting materials. They felt a need to further define roles and resources. The Committee will meet again in July. Their aim is to bring the Term of Reference to Council for approval in September.

Concerning Theron's replacement, the Committee expressed a need for a new member with Theron's knowledge of evaluation and breadth of community experience. If candidates without both qualities can not be found, the Committee's preference is for evaluation experience.

Paulina also introduced the new design of the progress report and asked Council to provide feedback on the CAP process through a survey which she handed out.

6.3 Council Membership

Peter recalled that Nancy Bird will join Council in place of Jan Varner representing United Way.

In discussion of finding a replacement for Theron Kramer, Lucia noted that as a Council member, Theron contributed significantly with his knowledge of community, funding, government, and the issues that Immigration Partnership addresses. She stressed the importance of identifying a

replacement for Council with a similarly broad range of knowledge and expertise that would also have involvement in the Council and not just be an advisory committee member. Ernest Osei noted that he can leverage students to do statistical and data analysis if needed. Peter asked if the Evaluation Committee had assigned an acting chair. Tara indicated that it had not.

He noted that other types of Council representation have been proposed such as Francophone or Indigenous representation, and indicated a need to soon call together Council's leadership team under John Haddock's guidance to review membership and recruitment.

Peter informed Council that Tara will be putting together a card and certificate for Theron and Jan to show our appreciation for their contributions to the work of the Immigration Partnership and invited Council members to share any thoughts.

He requested that Council members send recommendations for potential Council replacements for Theron to Tara.

Lucia suggested that if we seek to recruit a refugee to Council we need to be careful about providing for their needs, such as childcare, transportation, etc.

6.4 Syrian Newcomer Fund

Tara updated Council that the Task Force is reviewing the final round of applications to the Immigration Partnership Council Fund for Syrian Newcomers. The final call recently closed. There were 19 eligible applications. Total requests were 4 times higher than the amount available for granting. Total amount available is around \$118,000 due to a new donation of \$100,000 from a private foundation. The Task Force will meet on June 5 to make decisions.

6.5 Learning Community

Peter updated Council that the learning community has progressed. It is looking at resourcing and considering a need for a coordinator. He noted that the university has been working to holistically understand the breadth of its engagement and interest in newcomer settlement. He reiterated that the aim is to get the university more involved in the community.

Tara discussed her participation in the C2U Expo on community and university partnerships with colleagues from Laurier and the Centre for Community Based Research. Our learning community model was presented to university and community partners from across Canada. The initiative is still very much in a developmental stage but the potential benefits are huge. It appeared to draw on elements of work happening in lots of communities but seeks to bring many strands together in a more systematic manner. There was a lot of interest in our model.

Iman asked if the aim is to match courses with agencies. Peter responded that first we need to figure out needs then look at matching.

Pari recalled that Conestoga College worked with community partners in 2010 to create curriculum to help develop settlement workers, and suggested that it be considered as an institutional partner as well.

Action items:

- Council to inform Tara when to request advocacy by Regional Council on behalf of the community.
- Council members to send Tara suggestions for candidates to replace Theron on Council.

- Lucia to send Tara thoughts to include in recognition of Theron.
- Tara to connect with John on Council membership and organize a meeting of the leadership team.

7. Council Updates

Lucia informed Council that the KW Multicultural Festival will be on June 24-25 at Victoria Park. This is the 50th anniversary of the festival. She invited everyone to participate.

8. Meeting Adjourned at 1:58pm

Peter thanked everyone for their input and adjourned the meeting.

Next Meeting: 20 September 2017, 11:30am-2:00pm

Location: Regional AHQ, 150 Frederick St, Room 110 (Gaukel)

Immigration Partnership Council Meeting Minutes

Date:	20 September 2017
Time:	12:00pm – 2:00pm
Location:	150 Frederick St. Room 110, Kitchener
Present:	Peter Donahue (Chair), Pari Karem (SSG Chair), Ian McLean (WSG Chair), John Haddock (Past Chair), Kelly McManus, Jenny Flagler-George, Ernest Osei, Karen Spencer, Lucia Harrison, Tracey Hare Connell, Nancy Bird, Yasir Dildar, Sonja Erstic, Conal Vaughn
Regrets:	Linda Terry (Vice Chair), Iman Arab (BSG Chair), Jennifer Roggemann, Elif Gunce, Douglas Bartholomew-Saunders, Nora Whittington, Diana Palmerin-Velasco
Staff:	Tara Bedard, Pauline Peng, Dan Vandebelt, Paulina Rodriguez, Jessica Thier

1. Welcome and Review of the Meeting Agenda

Meeting started at 12:05pm. Peter Donahue welcomed everyone. There are new members to Council, whom will be introduced in Items 3.2 and 4.

2. Declaration of Conflict of Interest

No conflicts of interest were declared.

3. Items for Approval

3.1 Consent Agenda

Peter introduced the content of the consent agenda, which included the 17 May 2017 Council Meeting Minutes, 5 June Syrian Fund Task Force Meeting Minutes, and CAP Implementation Progress Report. Council members were given the opportunity to pull items from the consent agenda for discussion. None were brought forward.

Motion: That the Immigration Partnership Council approve the consent agenda in its entirety.

- Kelly McManus brought forward the motion.
- Karen Spencer seconded the motion.
- Council voted to approve. No members opposed or abstained from vote. Motion carried.

3.2 New Member Appointment

John Haddock introduced Yasir Dildar to Council. Yasir has a solid background in monitoring and evaluation, and was recommended by Theron Kramer. He works with the Mennonite Economic Development Associates as head of evaluations, has previous experience with local immigration partnerships and personal experience of the issues addressed through Immigration Partnership.

Motion: That the Immigration Partnership Council appoint Yasir Dildar to the Immigration Partnership Council, and confirm him as Chair of the Evaluation Advisory Committee.

- Lucia Harrison brought forward the motion.
- Pari Karem seconded the motion.
- Council voted to approve. No members opposed or abstained from vote. Motion carried.

John introduced Nancy Bird to Council. Nancy is from United Way Waterloo Region Communities where she is VP Resource Mobilization. She is actively engaged in many community leadership tables and brings a wealth of knowledge to Council.

Motion: That the Immigration Partnership Council appoint Nancy Bird, United Way Waterloo Region Communities to the Immigration Partnership Council.

- Lucia Harrison brought forward the motion.
- Pari Karem seconded the motion.
- Council voted to approve. No members opposed or abstained from vote. Motion carried.

4. Introduction of New Members

Council did introductions of themselves for new members. Jessica Their introduced herself as a new MSW placement student with the Immigration Partnership staff team from Laurier University.

5. CAP Implementation Highlights

SSG

Pari Karem referred Council to the Progress Report and updated Council on the priority sectors/working groups of SSG. The Health Working Group is determining where they should be involved more. The Language and Learning Working Group will get all language service and settlement providers together to determine needs because given the unique learning needs of each person. The Housing Working Group launched nominations for the 2017 Newcomer Landlord Award.

The Interpretation Group developed a common position on use of interpretation services, is developing an outreach plan and planning public education initiatives. The K-W Multicultural Centre and Access Alliance (Toronto) will host workshops on ethnics for volunteer interpreters and working with trained interpreters for service providers. Outreach is likely to focus first on service organizations identified as having interpretation budgets (i.e., hospitals, municipal governments) and then move on to other stakeholders.

Pari referred Council to proposed Interpretation Statement. It is intended to outline Immigration Partnership's position re responsibility for providing interpretation, what appropriate interpretation is in different situations, address policies, budgets and promotion, and point partners to resources. She asked that Council members with interpretation policies share those with SSG.

Ian McLean noted the statement is important and asked if SSG is requesting that Council put this forward as the IP aspiration as to where Waterloo Region services need to move in providing interpretation. He expressed concern with funding of this service and noted that if this becomes an IP position and is important to be funded Council should be advocating with the government to provide for interpretation in the budget.

Lucia Harrison agreed with the need for advocacy and the principles of the statement. She noted resistance to using interpretation is the biggest challenge, more so than funding and affirmed that community education is needed. I.e., some hospitals have budget and choose not to use it. In medical, legal, and settlement services, interpreters should be required.

Dan Vandebelt stated that the SSG is taking a two pronged-approach, focusing on funding and on how to utilize interpretation. SSG will start to meet one-on-one with identified service organizations.

Jenny Flagler-George noted all health care providers say budgets are an issue, especially small providers, and that local hospitals have policies but do not necessarily follow best practice. She agreed more education is needed and welcomed the upcoming workshops.

Karen Spencer agreed that it is important for everyone in Waterloo Region to understand the services available to them and to access them in a timely way. She asked that a principle statement be added to the beginning of the document to put it in context. She suggested that the document provide for flexibility, for example, every interaction at Family and Children's Services would require trained interpreters in the current statement, but sometimes clients are more comfortable with family.

Jenny agreed and suggested that trained interpretation be recommended at the client's request.

Tracey Hare Connell agreed with the need to add a principle statement, as well as a statement of purpose, i.e., "to inform, educate, advocate for funding." Specifying the audience would also be helpful as well as being sure that the contact provided is able to provide adequate response.

Lucia agreed some flexibility is needed but indicated that cultural context can lead to problems.

Ernest Osei cautioned against assuming hospitals have funds to provide interpretation, as there have been many cuts. He cautioned against basing the statement and outreach plan on assumptions and to rather focus on sustainability and how to approach the issue with or without the funding.

Peter summarized that Council was in broad agreement with importance of this statement and recommended that the SSG refine the document based on Council feedback today.

In closing, Pari noted that SSG is developing template for quick reference guides and a list of top languages for interpretation. It is bringing in guest speakers to increase awareness of existing services and it began to convene regular Settlement EDs meetings to support coordination and collaboration. She noted that SSG passed a motion for ongoing advocacy for sustainable settlement funding in Waterloo Region and asks for Council's engagement.

Peter agreed and confirmed that this is part of ongoing conversations with area MPs.

WSG

Ian informed Council that WSG has been creating promotional tools to engage employers and is developing an employer marketing campaign with help from Region of Waterloo communications staff. It has also been creating opportunities for immigrant jobseekers to network with employers:

- Partnered with the Workforce Planning Board on their Transportation and Logistics Job Fair in September to train around 40 Syrian newcomers on networking and to meet area employers.
- Partnering with the Workforce Planning Board on Manufacturing Day in October to bring immigrant jobseekers to meet area manufacturers and explore job opportunities.
- Partnering with Chambers of Commerce on the Business Expo in October. Will feature 220 employers. A networking training will provided to immigrant job seekers before the Expo and they will then be support to enter the Expo and network with all the businesses.

WSG will partners with the Greater KW Chamber on a Point of View luncheon featuring Jim Estill, CEO of Danby, from Guelph who sponsored many Syrian refugee families to speak to local employers about his approach to hiring and working with newcomers. He will share the businessperson's perspective. This is our second such partnership.

Ian also reported that during the summer, WSG looked at a renewed direction for WSG and is revising its Terms of Reference in line with the CAP. It is planning three sub-committees: 1. Communications, lead by Sheila McIntosh; 2. Advocacy, lead by Tim Callan; 3. Data, lead by Carol Simpson.

BSG

Tara provided BSG updates in Iman Arab's absence. The #IamWaterlooRegion campaign wrapped up in June and closed with an Open Conversation on Belonging, hosted by the KW Art Gallery. Most ambassadors came and shared their experiences. A campaign evaluation was conducted with about 50 responses. There was very positive feedback and good suggestions for future work, including use of video content and to speak more directly against racism and discrimination.

BSG members were trained to host Kitchen Table Conversations on inclusion and are planning implementation to create safe spaces to discuss racism and discrimination. Some partners are using the methodology, i.e., City of Cambridge in process of developing its diversity strategy.

The Municipal Action Group decided not to pursue a large newcomer day celebration as in Toronto. There are numerous contributing reasons, including multiple municipalities that are all very different. For the time being they are focusing on planning outreach sessions to newcomers on municipal services and getting involved in your community via language and settlement partners.

John asked that the appreciation of Council be passed on to the BSG for its perseverance and accomplishments. Many great things have happened, even though the group got off to a slow start.

Nancy Bird suggested that there may be a way to leverage the Kitchen Table Conversations with neighbourhood strategy work around the region and to leverage funds through those channels. Kelly McManus suggested that aligning with neighbourhood work may be a better route municipally than working towards a Newcomer Day. Immigrants are part of the neighbourhoods so build on that.

Pari agreed and suggested connecting with neighbourhood associations; belonging starts with neighbours for newcomers.

Action items:

- SSG to review Council feedback on the Interpretation Statement and make revisions.
- Council to continue to advocate for sustainable settlement funding in Waterloo Region.
- Council feedback to be shared with BSG for consideration.

6. ED Report

Tara informed Council that all settlement funded organizations in Waterloo Region, including IP, negotiated for and received additional funding from IRCC for this fiscal year, and thanked IRCC. She is working with Chamber of Commerce on an application to renew funding for WSG related work.

Tara provided an update on the June Council advocacy initiative regarding Legal Aid Ontario immigration and refugee law services funding. In addition to the letter, a presentation was made to Regional Council. Regional Council decided to mirror the IP request of area MPs and sent it to other municipalities. The decision to cut funding is on hold as a result of IP and other advocacy. We are monitoring the situation as the need for this service will continue.

In follow-up to the Syrian Fund, a letter was sent to the Community Foundations thanking them for their partnership and final project reports are now being reviewed. Project outcome updates will be

provided in the Consent Agenda. We also pursuing communication of outcomes per Task Force and will report to Region Council soon.

Tara reminded Council of the Immigration and Refugee Research Forum next week. The forum aims to ensure that the local research results are shared with community.

7. Items for Information/Discussion

7.1 Update on Refugee Claimants in Waterloo Region

Pari noted an increase in refugee claimant arrivals. For those entering in Quebec their documents are kept there, which increased challenges in getting settled. Conversation with immigration officers are needed, re: where to place the children, since they have difficulty registering for schools.

Lucia noted that the main challenge is housing. In the past they were typically singles and there was a network which would house them. Now they are mostly families, and settlement agencies have to find new ways to house them, and address the greater volume. She noted that KWMC is now doing claims process work. They have not seen a lot of people from Quebec, rather Eritreans and Latin Americans. Numbers are expected to increase. Local shelters are not necessarily equipped.

Tara noted that the Mennonite Coalition for Refugee Support had a surge in arrivals. In the previous years, they received 100-120 people annually but there will be around 400 this year. Claimants don't have the initial housing or financial support on arrival. Organizations are not suited to handle the volume of incoming people and not suited to handle their housing situations. There are families moving between communities.

Pari noted that the starting point is housing. Second is legal aid and then access for food banks and clothing, then snowball into all other areas. Dan noted that MCRS is exploring housing solutions through Air B&B.

John suggested that pressure on funders, primarily the government, is needed. There is often a gap between needs and resources available and local communities bear the brunt. Settlement is a long process. Refugees' needs are probably double or triple of a regular person. The increase in arrivals is not a one-off; the level will keep going up. He suggested that IP should be advocating.

Peter agreed and suggested that IP should also be doing community education to get ahead of this.

ACTION ITEM:

- Tara to work on an advocacy plan and arrange meetings.

7.2 Syrian Newcomer Fund Update

John noted that the Task Force had its final meeting in June and spent all the funds. He asked for Council's opinion on whether the fund should remain open as a mechanism for supporting newcomer initiatives. Initial conversation with The KWCF indicated interest on their end for keeping the Fund in tact. He noted we would need to create a new TOR or modified the existing one.

Pari agreed Council should pursue this. There are always gaps in funding and special circumstances could arise at any time. There is value in having an open fund.

Ian noted that the Community Foundation is the best place for this. The KWCF provides all tax receipts and can do all administration. They are flexible; the funds could be targeted differently in any

given year. He noted it would grow over time and there will always be a need. He suggested that the Chair and Vice would oversee it. He agreed that Council should be communicating about the fund and encouraging giving to it. People and businesses will respond.

Lucia noted her appreciation of the fund and its simplicity. She agreed in principle but suggested a need to agree upon whether the fund will be used for small issues or tackle big issues. Ian felt that the two are not mutually exclusive, and believes there is flexibility for responding to both.

Kelly noted that a fund similar in scale and engagement to the Syrian Fund is beyond our capacity. Ian suggested that capacity does not have to be an issue depending on how it is set up.

Karen agreed but supported the proposal because having the fund sets the tone for Waterloo Region being a welcoming community and raises the profile of Immigration Partnership.

Nancy noted that as a funder she would have a conflict of interest.

John summarized that Council is in agreement with pursuing this discussion with the Community Foundations and would like to keep the terms as broad as possible. Tara and John will proceed and other Task Force members will pitch in as needed.

ACTION ITEM:

- John and Tara to follow-up with Community Foundations and Region of Waterloo.

7.3 Evaluation Advisory Committee Update

Pari informed Council that the Evaluation Advisory Committee developed a results framework and a performance measurement framework for the work of IP. It considered the overall mandate of IP and the focus of the three Pillars. It aims to provide more transparency, accountability, engagement and build the case for ongoing support of the partnership. Yasir added that the results framework shows outcomes and corresponding indicators, for which targets will be set. Most indicators rely on secondary data sources and some primary data gathering will be done through partner and community surveys.

Nancy asked how “leadership positions” is defined. Yasir replied that the committee will rely on secondary data and use their definition. However there will still be some primary data gathering activity. Ernest asked if we will capture reasoning for the indicators concerning LICO. Yasir replied this data will be gathered through secondary resources but we may gain insights as to why through the community survey.

Karen noted that the results are based on quantitative statistics, and asked if there are any plans to gather qualitative data. Yasir replied yes, we plan to develop a broader MME plan which may include interviews, focus groups, etc.

7.4 Immigration Portal Update

Deferred to next meeting.

8. Meeting Adjourned at 2:01pm

Peter thanked everyone for their input and adjourned the meeting.

Next Meeting: 15 November 2017, 11:30am-2:00pm

Location: Regional AHQ, 150 Frederick St, Room 110 (Gaukel)

Immigration Partnership Council Meeting Minutes

Date:	15 November 2017
Time:	12:00pm – 2:00pm
Location:	150 Frederick St. Room 110, Kitchener
Present:	Peter Donahue (Chair), Ian McLean (WSG Chair), Iman Arab (BSG Chair), Kelly McManus, Karen Spencer, Lucia Harrison, Yasir Dildar, Douglas Bartholomew-Saunders, Jennifer Roggemann, Elif Gunce, Tracey Hare Connell, Conal Vaughn
Regrets:	Linda Terry (Vice Chair), John Haddock (Past Chair), Pari Karem (SSG Chair), Ernest Osei, Jenny Flagler-George, Nancy Bird, Sonja Erstic, Dan Vandebelt, Paulina Rodriguez, Jessica Thier
Staff:	Tara Bedard, Pauline Peng, Nora Whittington, Diana Palmerin-Velasco

1. Welcome and Review of the Meeting Agenda

Meeting started at 12:15pm. Peter Donahue welcomed everyone to the meeting.

2. Declaration of Conflict of Interest

No conflicts of interest were declared.

3. Items for Approval

3.1 Consent Agenda

Peter introduced the consent agenda, including the 20 September 2017 Council Meeting Minutes, Syrian Newcomers Fund Grant Outcomes Report, and CAP Progress Report. Council members were given the opportunity to pull items from the consent agenda for discussion. None were brought forward.

Motion: That the Immigration Partnership Council approve the consent agenda in its entirety.

- Kelly McManus brought forward the motion.
- Douglas Bartholomew-Saunders seconded the motion.
- Council voted to approve. No members opposed or abstained from vote. Motion carried.

3.2 Leadership Appointment

Motion: That the Immigration Partnership Council appoint Karen Spencer the next Council Chair.

- Lucia Harrison brought forward the motion.
- Douglas Bartholomew-Saunders seconded the motion.
- Council voted to approve. No members opposed or abstained from vote. Motion carried.

Karen expressed her gratitude for the support of the Council and for having been asked to take on this role. She expressed her excitement for the work ahead.

4. CAP Implementation Highlights

SSG

In Pari Karem's absence, Tara shared SSG updates. SSG is bringing settlement EDs together quarterly to discuss areas of collaboration, service alignment and how to move forward together. The meetings are helping to reinforce relations.

Changes to the Interpretation Statement are in progress. SSG is also working on 2 fact sheets, one to help people determine what kind of interpretation they need and one on top languages for interpretation in the region. Two workshops were held by KW Multicultural Centre and Access Alliance for 20-25 participants each on working with accredited interpreters and informal interpreter ethics. Feedback from the sessions has been positive.

SSG has been preparing for the Newcomer Landlord Award, being presented November 17 at the Region's national housing day celebrations. Three awards will be presented this year to a small private landlord, large private landlord and a non-profit landlord. To address the increased arrival of refugee claimants in Waterloo Region, the housing registry set up to support Syrian refugee resettlement was checked and a list of 106 possible landlords was provided to the organization supporting claimants to explore potential housing matches and expand their informal network of housing partners.

SSG members also participated in refugee health conversations with the LHIN with a view to streamlining pathways to primary care for refugees when they arrive.

WSG

Ian McLean reported that WSG struck three action groups: Communications, advocacy and data. The communications group is developing an awareness campaign targeting employers. The data group will be compiling information from a business perspective and the advocacy group will meet soon.

The KW Chamber is partnering with Immigration Partnership on December 12 to host a Point of View luncheon featuring Jim Estill to speak to local employers about his experience hiring and retaining immigrants. He is a successful local business person and personally sponsored over 40 Syrian refugee families to resettle in Canada. The event will be videotaped and short clips will be created for social media and partners will be able to share them. 40 attendees have registered so far. Everyone on Council is encouraged to attend.

IP will partner with the Communitech Tech Jam in February 2018. The partnership with Communitech is growing as they become more outwardly focused on the community.

BSG

Iman Arab advised that BSG's Public Education Working Group decided to partner with the International Organization for Migration to bring the Global Migration Film Festival to Waterloo Region. The purpose of the festival is to show the challenges and promises of migration, and it is linked to the International Day of Migration on December 18. Several documentaries from the official list will be screened at nine venues across the Region. The first viewing is on Dec 5 at 7:00pm at Princess Cinema; last one on Dec 18. BSG is inviting all partners to support this festival by sharing information in their networks, attending the screenings and participating in post-screening discussions. The films are not about Canada, but discussions will focus locally.

Council welcomed the idea of the film festival and requested the full schedule when ready.

Iman noted that the group is also working on the 2018 campaign for International Day against Racial Discrimination on March 21 to follow last year's social media campaign.

The isolation working group has been connecting with multi-cultural communities in the region and is supporting senior's ethno-cultural groups, as groups affected by isolation, to apply for grants for their own events and to increase participation in the community.

Municipal partners in the welcoming municipalities group have not been involved in their own initiatives but have been providing significant support to the BSG's other initiatives.

Action items:

- IP staff to send the film festival schedule to Council when ready.

5. ED Report

Tara noted that she's been focused on wrap-up of the Syrian Newcomer Fund. She directed Council's attention to the Syrian Newcomers Fund Grant Outcomes Report, which had been consulted with Linda Terry. She asked Council for feedback on the style and content of the report. For the next year and half this report will be part of the Council agenda package as funded initiatives end.

Kelly asked about the distribution of the reports. Tara noted that thus far the report had only been provided to IP Council and asked for Council input, noting the report should be provided at minimum to both Community Foundations.

Douglas suggested the reports be provided to Regional Council and the Syrian resettlement steering committee/other groups. He complimented how people-focused the report is. Ian added people who made contributions to the Fund, with thanks. Wide distribution enables IP to increase recognition and get its message out, amplified by the community foundations.

Kelly noted that if the report is going to a broader audience more background info on the fund and IP are needed. For example total amount collected, how the committee came together and what was supported, etc.

Karen asked if through this work we've been cultivating a group of financial and other supports that we want to keep communicating with.

Douglas highlighted that telling these stories can demonstrate the value of community services and underline the positive changes in ways we work together. Ian suggested this can lead to conversations about how we formalize those changes on an ongoing basis.

Jennifer Roggemann suggested a focus on online storytelling and making best use of metrics in the reporting. Yasir Dildar agreed.

Tara pointed to the IP report recently presented to Regional Council wrapping up Syrian Fund work per Task Force direction, acknowledging and thanking the stakeholders, administrators of the fund, residents for their generosity, etc. She suggested that its content may be merged with the outcomes report for a more fulsome telling of the story.

Tara noted the recent IP Primer on Refugee Claimant per Council direction, which is helping make services more aware of how to work with claimants. It was shared with MPs and MPPs. Lucia noted that MCRS and KWMC want people to know how short the time frame is for claims submission so please refer right away.

Action items:

- Tara to consult Kelly and Tracey on development of this Syrian Fund outcomes reporting.

6. Items for Information/Discussion

6.1 Census Data and Immigration Levels Plan

Lucia provided an overview of immigration data from the 2016 census relevant to Waterloo Region and the 2018-2020 Immigration Levels Plan.



2016 Census Data 2018-2020 Immigration Levels

November 14, 2017



(Double click image to open presentation)

She noted that the number of immigrant arrivals in Waterloo Region have been declining for several years. The economic boom in the west had attracted immigrants, but now this is changing and Waterloo Region could see more people coming here. She noted that Ontario's focus is immigrant retention, not attraction. With economic changes, Ontario will see people coming back, as well as secondary migration.

Jennifer noted the difficulties with retention of international students in Ontario, which negatively impacted new arrival numbers; a missed opportunity. She noted that new policy has not had effect yet but the numbers will likely go up significantly in the next few years. She also noted that the 2018-2020 levels plan has only 6,000 economic immigrant slots specifically dedicated to Ontario. Attraction is key and it is competitive.

Peter asked what Waterloo Region does in terms of immigrant attraction and is there a role for IP. Douglas noted that there does not seem to be a focus on immigrant attraction in Waterloo Region.

Ian suggested that people go where jobs are. IP should be communicating why Waterloo Region is a good community for immigrants, and developing this narrative in Council's communications plan.

Jennifer noted that some firms have as much as 30% international applicants. Waterloo Region wants to hire these people. How do we get them here?

Lucia agreed that attraction is something we should discuss as a topic to bring to future Council meetings.

Action items:

- Immigrant attraction to be included as discussion item for future Council meetings
- IP communications to include focus on why Waterloo Region is a good community for immigrants

6.2 2018 Election Engagement

Peter noted the upcoming 2018 provincial and municipal elections. He reported that IP has previously surveyed candidates on immigration topics and made responses public, participated in All Candidate Meetings and published editorials. Council was in agreement with similar engagements this election period.

Kelly noted that awareness of the elections is important and IP could help with that. Some people may not be aware that they are coming.

Lucia noted that it is a good time to talk about the right of permanent residents to vote in municipal elections. She noted Kitchener looked into this and offered to get information from OCASI.

Kelly noted that the issue is interesting but would need lots of lead time to make it a reality, and it's probably too late for this election. She would like to see more information.

Ian stated that this topic is very grassroots driven and noted a likely split of opinions on the issue. He suggested that it's a good question for IP to ask which could inform any movement on the topic ahead of the 2022 municipal election.

Tracey noted that with the timing it would be an unavoidable topic. She suggested it might garner political interest because of low voter turnout.

Elif agreed but hopes to not create a we vs. them situation. She is interested in knowing the percentage of newcomers that vote in elections. Not all immigrants are immersed in politics or know their rights in politics

Peter summarized that Council would like to see more information on who is leading these initiatives and what's happening, and that this topic be included in IP 2018 elections engagement.

Action items:

- Lucia to gather OCASI information on PR voting in municipal elections; staff to gather information on relevant initiatives.
- IP to engage in local awareness raising on immigration issues in advance of 2018 municipal and provincial elections, as in previous election cycles.

6.3 Partner Recognition

Peter introduced a discussion about partner recognition and asked Tara to speak to what's been done in the past. Tara noted that partners have been recognized in various ways, mostly tailored by group and has been lead by staff and the Chair supporting IPs different groups. Given how established the partnership now is, and the length of time some partners have been participating, should there be a more formalised way of recognizing partners who are transitioning out and those who continue to be involved, perhaps something embedded in community forums plan each year.

Iman noted BSG had been discussing the creation of awards for people contributing, maybe one for each Pillar, annually. Diana suggested that recognition be for individuals and organizations which are committed in different ways. For example, the City of Kitchener has given tremendous support to BSG initiatives over the years and currently has 4 staff members involved in our work.

Jennifer suggested creating an IP alumni program whereby we can keep in contact with past partners and engage them in different ways. She stated a preference for giving recognition to everyone involved, not just a handful of partners, and noted that this can perpetuate a sense of belonging.

Kelly stated that consistency is key. She noted that staff knows the most about the ways partners engage and asked for staff recommendations which acknowledge that partners engage in a variety of ways. She also noted that IP is hosted by the Region and mentioned the possibility of recognition via reports to Regional Council or by Regional Council itself.

Douglas noted that there are various ways to leverage Regional recognition and suggested that IP look at other initiatives and associations to see what they do and adapt their models, i.e., OMMSA (lifetime of achievement award, local community champion), etc.

Action items:

- Staff to return to Council with recommendations on recognition

6.4 Evaluation Advisory Committee Update

Yasir introduced the Community and Partner surveys. They are available online and in hard copies, in English, Mandarin, Arabic and Spanish. Posters for the surveys in all 4 languages are also available. The community survey received 75 responses so far. He indicated that a broader evaluation strategy is being developed, including qualitative data gathering to look in depth at particular topics, depending on what we see in the community survey.

Tara asked Council to respond to the Partner Survey and to help in sharing the Community Survey as widely as possible.

Tracey noted that following up the community survey with more detailed research after having had time to look at the results is a smart approach.

6.5 Syrian Newcomer Fund Update

Tara informed Council about discussion with both community foundations. Both are supportive of keeping the fund open as a legacy fund with a broader mandate to support initiatives for all immigrants and refugees. She and John are working on agreement amendments which would transfer from remaining funds from the Syrian Fund to new "Immigration Partnership Fund for Immigrant and Refugee Initiatives". She indicated a movement from a flow-through fund to an endowed fund, which will be administered within the regular grants processes of the community foundations. In the event of another "Syrian resettlement" type occasion, we can visit return to a flow-through agreement. Tara noted that the new endowed fund will not have a lot of amount to start and that we should discuss strategy for growing the amount in the endowed Fund.

Tracey expressed support for this direction.

7. Meeting Adjourned at 2:05pm

Elif announced that this will be her last meeting, as she has accepted a new position with the International Committee of the Red Cross in the Philippines. Peter thanked Elif for her engagement and work on the Council and wished her best of luck in her new role.

Peter thanked everyone for their input and adjourned the meeting.

Next Meeting: 21 February 2018

Location: TBD