

Immigration Partnership Council Meeting Minutes

Date:	21 February 2018
Time:	12:00pm – 2:00pm
Location:	Kitchener Public Library, 85 Queen St N, Room E
Present:	Karen Spencer (Chair), Peter Donahue (Past Chair), Eliseo Martell (SSG Chair), Ian McLean (WSG Chair), Iman Arab (BSG Chair), Linda Terry, John Haddock, Kelly McManus, Douglas Bartholomew-Saunders, Tracey Hare Connell, Ernest Osei, Jenny Flagler-George, Nancy Bird
Regrets:	Pari Karem (Vice Chair), Sonja Erstic, Yasir Dildar, Lucia Harrison, Jennifer Roggemann
Absent:	Conal Vaughn
Staff:	Tara Bedard, Pauline Peng, Nora Whittington, Diana Palmerin-Velasco, Dan Vandebelt, Paulina Rodriguez, Jessica Thier

1. Welcome and Review of the Meeting Agenda

Meeting started at 12:05pm. Karen Spencer welcomed everyone to the meeting as the new Council Chair.

2. Declaration of Conflict of Interest

No conflicts of interest were declared.

3. Items for Approval

3.1 Consent Agenda

Karen introduced the consent agenda, including 15 November 2017 Council Meeting Minutes, Syrian Newcomers Fund Grant Impact Report, CAP Progress Report.

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

- Kelly McManus brought forward the motion.
- Tracey Hare Connell 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 Pari Karem as the new Council Vice Chair.

- Linda Terry brought forward the motion.
- Peter Donahue seconded the motion.
- Council voted to approve. No members opposed or abstained from vote. Motion carried.

4. Recognition and Welcome

Karen thanked Peter Donahue (Past Chair) and Linda Terry (past Vice Chair) for their contribution to Council and the Partnership and presented them with small gifts in appreciation of their leadership on behalf of Council.

Tara Bedard introduced Eliseo Martell. Originally from El Salvador, Eliseo moved to Canada as a refugee in 1990. Since 1993, he has been a member of Immigration Partnership's Settle Steering Group and he is its new Chair. Eliseo thanked the Council for the welcome.

Tara informed Council that as of this meeting John Haddock will be stepping down from Council. She thanked him for the leadership he provided to Partnership and Council as Chair from 2013-2014 and since as Past Chair, and to her personally since she joined IP. She presented John a small gift on behalf of Council.

5. CAP Implementation Highlights

SSG

Eliseo highlighted for Council the SSGs recent work on language interpretation. He noted that since last discussed with Council, the SSG finalised and published three fact sheets: Top Languages for Interpretation and Translation; Interpretation Principles for Equitable and Accessible Services; and Interpretation Options Quick Guide. They were finalized taking Council comments into consideration, and have been shared with IP with community partners and the Local Immigration Partnership network across Canada. He noted that the LHIN shared the quick guides with local hospitals and health professionals, and thanked Jenny Flagler-George, commenting on the importance of having allies in the system you are seeking to change to be able to realize that change.

Eliseo also drew Council attention to the SSGs new Quick Guide: Immigrant and Refugee Supports in Waterloo Region. He noted a shift to promoting a system of services, rather than the services of individual agencies. Copies of all of the guides were distributed to Council.

Finally, he noted that SSG has been participating in Wellbeing Waterloo Region brainstorming about community-wide affordable housing goals.

WSG

Ian McLean provided an update on WSG's three action groups.

The Communications Action Group recently launched a new Employer Awareness Campaign, #HireImmigrantsWR. There are nine printed posters and three promotional videos profiling immigrant talent in the community. The posters will be used on bus shelter, the videos will be aired on CTV and everything will feature on social media. The commercials were previewed for Council. Nora added that this is Phase 1 of the campaign, focusing on the talent side. Phase 2 will profile employers, showcasing their point of view for peer-to-peer messaging about hiring immigrants. The group intends to use large versions of the poster and with a roaming exhibit system to place in public spaces around the community. A social media guide will be shared with all partners.

The Advocacy Action Group is focused on getting the right information to the right people. The Data Action Group was involved with the Workforce Planning Boards third annual EmployerOne survey. This year incorporated four optional questions for employers on behalf of IP. A total of 287 employers responded to our portion of the survey, which is great. One of the take aways is the very low awareness among employers about IP, so campaigns like #HireImmigrantsWR are important to get the word out as being known is key to our awareness raising work.

Council was very pleased to see #HireImmigrantsWR. Iman Arab asked if any of the models had been hired yet. Ian and Nora indicated that this is more of an awareness campaign rather than about finding jobs for specific individuals. We want employers to come to the Partnership for help hiring immigrants. Ian noted the difficulty of drawing a clear line between an individual's employment and this campaign.

Nora noted that the CTV commercial rotation is good but more importantly, IP owns the creative and can use the commercials as we want on social media or otherwise. She indicated that the materials are already generating some interest – all employers are being directed to the Immigration Portal where they can sign-up for a consultation. IP will triage and connect them to the right services.

Peter commented that with so many closed circuit screens in the Region now, perhaps we can run some of these at universities. Nora said that would be wonderful.

Kelly congratulated everyone on the launch of the campaign, which is great. She agrees with point about getting the message out there – this isn't just about the individuals.

Nora noted that for the employer phase, Toyota and Carizon are on board and she is currently asking several employers in other sectors. The plan is to develop the creative in March and replicate the talent phase, though with a smaller budget. Peter stated that if other employers are needed the universities or health sector would be a good place to look.

Council questioned the smaller budget. Staff explained the breakdown of use of funds received from IRCC, noting that the intention was to seek more dollars later. Douglas asked Tara to connect with him about possible other funding.

Kelly noted that some of the companies being profiled should eventually be asked to sponsor the initiative – they get great exposure via the campaign. Ian agreed and noted he'd help in that.

Action items:

- Pauline to share the #HireImmigrantsWR materials and communications guide with Council
- Council to promote #HireImmigrantsWR on social media and in their networks
- Tara to connect with Douglas re possible funding for #HireImmigrantsWR

BSG

Iman Arab provided an update of BSG activities. The Immigration and Refugee Isolation Group is promoting awareness and networking of formal and informal organizations. This group had its first meeting on February 14 and discussed how it would like to be involved with Wellbeing Waterloo Region, especially in relation to social inclusion and isolation.

She updated Council that the Global Migration Film Festival organized by the Public Education Group was a great success, with over 200 people participating in the screenings and discussions. The last screening was on December 18, International Migrants Day, held at Kitchener City Hall.

Currently the group is working on its campaign for the International Day Against Racial Discrimination – #belongtogetherWR. Last year's campaign got more engagement than expected. The group's goal is to have 300 people post their commitments online. The campaign launch will be at the Waterloo Region Immigration Forum on March 1. There will be a photo booth so attendees have the opportunity to write down their commitment and take photos. Many organizations are likely to support this message, so we are trying to reach out to them.

Jenny Flagler George asked if information will be sent out and Karen asked about a connection with the school boards. Diana replied that information would be sent around, and will be shared with the school boards, police and other groups.

6. ED Report

Tara reminded Council of the 2018 Waterloo Region Immigration Forum on March 1, noting that it will bring forward the conversation started at the last Council meeting on the approach to immigration in Waterloo Region. It seeks to get input from the broader community. The keynote speaker is Debbie Douglas from OCASI. A panel of community leaders including Dave Jaworsky, Carol Simpson, Roberto Villamar, and Jenna Henneby will be led by Tracey.

Tracey inquired about the make up of attendees for the Forum. Tara noted representation appears to be quite broad, involving municipal leaders, settlement and community agencies, academics and other community stakeholders.

Tara noted that the new Immigration Partnership Fund for Immigrant and Refugee Initiatives has been established with the KW Community Foundation. Discussions with the Cambridge and North Dumfries Community Foundation are ongoing.

7. Items for Information/Discussion

7.1 Evaluation Advisory Committee Update

Paulina Rodriguez presented the findings from the 2017 Community and Partner Surveys, as well as the overall Immigration Partnership Evaluation Framework developed via the Evaluation Advisory Committee. See attached.

IMMIGRATION PARTNERSHIP
Waterloo Region

Evaluation Strategy

The Immigration Partnership (IP), through the work of the Evaluation Advisory Committee (EAC), a subcommittee of Council established in 2016, is developing an ongoing performance measurement (PM) strategy as mandated by Council.

According to the Centre of Excellence in Evaluation¹, a PM strategy is a "results-based management tool that is used to guide the selection, development and ongoing use of performance measures".

Purpose Statement

The EAC is dedicated to develop and support a PM strategy to:

- Continuously monitor and examine the contributions of the activities of the Steering Groups and Council in achieving IP's mandate.
- Examine the effectiveness of the processes and structure of IP in achieving IP's mandate.
- Support strategic learning by using data to inform decision-making and strategy in a dynamic environment.

Research Questions

1. Are the social, economic and health conditions of immigrants and refugees in the community improving?
2. Are immigrants and refugees using settlement and non-settlement services and are those responsive to their needs?
3. Are immigrants and refugees participating in the local labour market?
4. Are immigrants and refugees participating in the broader community and developing a strong sense of belonging?

Is the Immigration Partnership making a difference in the...
 5. ability of partners and stakeholders to respond to newcomer needs
 6. capacity of employers to hire immigrants/refugees
 7. ability of municipalities and broader communities to welcome and support newcomers

8. To what extent are engagement, connections and collaboration among partners facilitated by IP?
9. To what extent are education and advocacy on immigrant and refugee settlement, employment and belonging facilitated by IP?

Flowchart:

- Long term outcomes
- Intermediate outcomes
- Immediate outcomes
- Outputs

¹ <https://www.canada.ca/en/treasury-board-secretariat/services/audit-evaluation/centre-of-excellence-evaluation/guide-developing-performance-measurement-strategies.html#OutcomePMS>
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2017 Survey Findings

Council Presentation

21 Feb 2018



The results related to employment were of particular interest to Council. Eliseo noted that people come to Canada with the idea that they want or need to work, but are often underemployed if they do not have proficient English. It also impacts their sense of belonging. He believes that they need to realize that they do not need to work right away, and it is okay to wait a year while they improve their English. He noted language providers are willing to respond, but we need to challenge ourselves to do things differently and address the desire to work with the need to learn English.

Ian noted that this keeps coming up but after years, he's still not clear on what we need to do to make change on this. From an economic perspective he believes this is a key question for IP and language providers.

Karen noted a link between unemployment and underemployment.

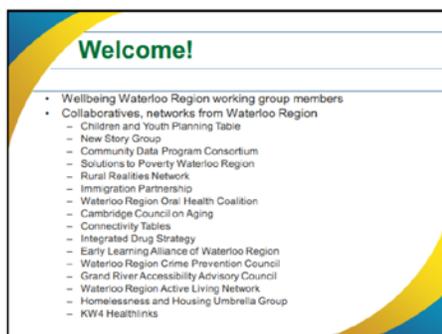
Douglas asked if there is interest in industry specific language training, or perhaps two streams of language learning – one for work and one for life in general. Dan noted some shift to more context-based learning and shared insight that one CLB level takes an average of a year to complete. For those arriving at CLB level one or two, their journey will be long as CLB level four is generally needed for many entry level positions.

Ian reflected we need a hybrid model of ESL learning at work, for employers to build this into their employment strategy and HR training budget. He believed larger employers would have capacity for this.

Peter asked about ESL waitlists. Tara indicated with together with IRCC and the province, language providers look regularly at how quickly people are moving from the waitlist, what the barriers are and how they can respond. The local wait list has come down a lot in recent years, and they are pretty satisfied with the current level. Childcare is always a big barrier and more spaces have been made available.

Douglas noted that this comes back to community impact of federal immigration decisions and the question of community capacity. He will again be raising this with IRCC at a meeting he is attending with Tara in March. Karen noted that this aligns with the upcoming discussion on Council advocacy.

7.2 Wellbeing Waterloo Region Update



Karen Spencer provided an update on progress with Wellbeing Waterloo Region. See attached. Two of three emerging priorities align with current IP priorities: affordable housing and social isolation. Linda and Tara have been in a social inclusion working group to propose the community challenge statement and action items in this area.

Ian reported that the Region's bid for the federal government's Smart Cities Initiative (\$50 million grant to develop smart initiatives) is being aligned with the Wellbeing Waterloo Region priorities. Lots of synergy and good work happening. He believes the inclusion piece should be the best focus and indicated that IP should be involved in that process. Input sessions are coming up. Even if the grant is not successful, the work will have started and we can figure out other ways to bring it forward.

Douglas wondered if the framing of the three big ideas may limit big thinking. For instance, isolation affects employment. Focus on inclusion more broadly, not just social.

Karen noted the link back to the IP community survey findings that finding work, family and social connections are needed.

Eliseo hopes WWR will look at what's happening elsewhere in the world for inspiration and bring a new spirit and mentality to look at ideas differently.

Linda noted little outreach to the business community or actual residents in the process was a gap. Ian replied that via Smart Cities, business is coming on board and agrees these are priorities.

Peter noted the importance of IP's Steering Groups being involved in giving input.

Action items:

- Tara to attend Smart Cities consultations

7.3 Council Priorities for the Year

Deferred to next meeting.

8. Meeting Adjourned at 2:01pm

Next Meeting: 18 April 2018, 12:00pm – 2:00pm

Location: Kitchener Public Library, 85 Queen St N, Room E

Immigration Partnership Council Meeting Minutes

Date	18 April 2018
Time	12:00pm – 2:00pm
Location	Kitchener Public Library, 85 Queen St N, Room E
Present	Karen Spencer (Chair), Pari Karem (Vice Chair), Peter Donahue (Past Chair), Eliseo Martell (SSG Chair), Ian McLean (WSG Chair), Iman Arab (BSG Chair), Linda Terry, Kelly McManus, Tracey Hare Connell, Ernest Osei, Yasir Dildar, Jenny Flagler-George, Lucia Harrison, Sonja Erstic
Regrets	Douglas Bartholomew-Saunders, Jennifer Roggemann, Nancy Bird, Conal Vaughn
Staff	Tara Bedard, Pauline Peng, Nora Whittington, Diana Palmerin-Velasco, Dan Vandebelt, Paulina Rodriguez
Guests	Emma (KWMC placement student)

1. Welcome and Review of the Meeting Agenda

Meeting started at 12:10pm. Karen Spencer welcomed everyone to the meeting. Karen welcomed Emma, a placement student at KWMC, as a guest. She also introduced Yasir Dildar and welcomed him to his first in-person meeting of Council. Karen and Diana Palmerin Velasco gave thanks to Iman Arab for her commitment and leadership as she transitions from her position as the BSG Chair. Karen announced that Paulina Rodriguez is moving on to another role at the Region, and Yasir and Tara expressed their thanks to Paulina for her passion and the work she has done with the Evaluation Committee.

Karen called for additions to the agenda - no items were added.

2. Declaration of Conflict of Interest

No conflicts of interest were declared.

3. Items for Approval

3.1 Consent Agenda

Karen introduced the consent agenda, including the 21 February 2018 Council Meeting Minutes, Syrian Newcomers Fund Grant Impact Report and the CAP Progress Report.

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

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

4. CAP Implementation Highlights

WSG

Ian McLean provided an update on WSG activities. Through the Communications Working Group, the #HireImmigrantsWR campaign is progressing. The employer phase is in progress; have finished taping and photographing for the CTV ads and bus shelters. The campaign is creating new interest. A number of employers have reached out with job postings and for more information.

The Data Working Group will meet in May. There will be follow-up to the EmployerOne Survey, where over 250 employers responded to IP's add on and around 100 expressed an interests in connecting with IP.

Nora Whittington noted that the success of the campaign has highlighted the need for a hub where employers can access immigrant talent. She noted a new program at Lutherwood that may solve some of the challenges. She is trying to work with Lutherwood/Employment Ontario to come up with a one-stop location for immigrant and employers regarding employment. The #HireImmigrants campaign has shone a light on the need to have a specialized service/program, e.g. via a current service provider to connect and serve employers with a specific focus on immigrants/refugees. Lutherwood's business approach will be helpful.

Ian noted that employers have traditionally wanted a "one-stop shop" place to find talent, but may be starting to see the need to be targeted in order to get the right talent.

Karen asked if #HireImmigrants includes supports for people once they are in work. Nora responded that that is the vision. This is the pilot for the program, and we will see the direction more clearly as it carries out. Employers have some gaps, and they know immigrants can fill that gap, so they want a one-stop shop to find resources.

Ian again noted the importance of IP hosting quarterly or semi-regular events to continuously get the word out.

Peter Donahue asked if Lutherwood represented on WSG. Ian/Nora stated that they will be invited in light of their new program.

SSG

Eliseo Martell shared highlights of SSG's recent work. He noted that the weekly events update shred via email is growing in its success and feedback from community partners.

Interpretation: He reported the early April approval of the LHIN's Interpretation Model, which is very welcome: \$150,000 base funding plus up to \$150,000 more for health providers to use for interpretation, plus bulk purchasing of telephone interpretation to bring down costs for hospitals. Jenny Flagler George confirmed and added that community advocacy on the need for interpretation was very effective and gave rise to the LHIN's decision. She noted they will take a sub-regional approach and use existing services to avoid disruption plus telephone access.

Affordable Housing: Several partners hosted a booth as a recent Waterloo Region Apartment Managers Association event to build relations and awareness. The focus is on a partnership approach – we want to work together.

Settlement: Many new immigrants have difficulty accessing legal aid services. SSG will be sharing information on venues where they could receive the services – planning a new assessment of local legal supports with Waterloo Region Community Legal Services and other partners. Dan Vandebelt reported on a new promotional card for the Immigration Waterloo Region portal. It will be distributed to organizations, who will share with clients and to share with IP feedback i.e. best way to reach people, if the cards need to be in languages other than English. It can be sent out electronically well.

Language Learning: Partners are exploring use of the Immigration Waterloo Region portal as content for ESL learning. Nora noted that Lutherwood is developing an app related to learning English. Lucia Harrison shared KWMC's experience that local residents want to support informal language learning programs: after a CTV interview, 296 locals expressed interest in becoming tutors.

Peter noted that affordable housing came up at the Immigration Forum, especially by-laws in Waterloo that create restrictions on housing use that can impact newcomers. He asked about follow-up with Mayor Jaworsky. Lucia noted KWMC had been doing research to bring to him to help foster change.

Ian recalled his time on Waterloo City Council and noted that the by-law doesn't matter any particular group, rather it is about the safety of people living there. Lucia stated that of student housing is vacant, but there are still restrictions on (larger) newcomer families renting those places. It was agreed that this is likely an unintended consequence of the by-law but the fact that some landlords may use it to avoid renting to newcomers is not OK. Further follow-up with Mayor Jaworsky by KWMC including SSG's housing task group was suggested.

BSG

Iman Arab shared the outcomes of BSG's March 21 #belongtogetherWR campaign. Over 200 tweets were shared and the hashtag was mentioned over 600 times. For the next year, BSG is considering creating a guide on how to eliminate racism based on the commitment statements gathered. Iman invited Council to attend two events the BSG is developing:

- May 11: Community citizenship ceremony at Kitchener City Hall. Ernest Osei will speak on behalf of Council.
- June 19: Open Conversation at KW Art Gallery - what it means to be a welcoming community.

Iman noted that when discussing the IP Community survey results, BSG members suggested that the results be shared with the three city councils.

Iman noted that she stepping down as BSG chair, but will remain involved as a member of the group. Diane Boston-Nyp will be the new BSG Chair and will attend the next Council Meeting

Action items:

- Staff to send to Council the PDF version of the portal promotion card. See: [DOCS ADMIN-#2700190-Immigration Waterloo Region Portal Promo Postcard](#)

5. ED Report

Tara invited question from Council on her report and provided two brief updates. She noted that the first annual report under the current CAP is being laid-out and should be available for distribution in mid-May. For the upcoming provincial and municipal elections, staff as compiling questions for the candidates based on partner input and looking at dates for all-candidate meeting dates. Goal is to put out answers to questions one week before the voting day.

Ian recommended keeping the survey short and open, to include a point of contact for questions and to localize the question. He noted the GKWCC all candidate meetings are being planned and IP can provide one question for those. They will be televised locally. Use the questions to try to entice the candidates to work with IP if they are elected.

6. Items for Information/Discussion

6.1 Community Forum Debrief

Tracey Hare Connell provided an overview of the March 1 Immigration Forum. She noticed that compared to previous years, the forum was seemingly less about IP Council, more about broader community interest in newcomer issues, suggesting that this reflected a maturing of the Partnership.

The forum had a good turnout. There were 160 attendees. Participation was diverse and there seemed to be more municipal leader participation. She reminded Council that Debbie Douglas from

OCASI provided the keynote address, a great overview of the policy and other trends that impact immigration in a community. She was followed by a community leader panel then table discussions. The point of the discussion today is to get to “what next”.

She noted that the table discussions were one of the most valuable elements for participants, even though it was a short time and we rushed them through. She was also happy about the Mayor's openness to questions, although he lacked expertise in some areas when answering.

The main takeaways from discussions tend to take a broader community lens. People prefer to see an intentional, consistent approach in the way immigration is handled and managed. There seems to be a call for government to do something in that approach, i.e. consistent strategic way to attract and retain people. There was also an interest in developing the understanding of municipal leaders and developing the advocacy role that IP and municipalities can play.

Council noted the importance of its community education mandate in determining follow-up.

Lucia noted some frustration at the mayor's lack of knowledge on international students but she too welcomed his openness. She feels it's a role for IP Council to help educate and facilitate his and other municipal leader's action and engagement. She was excited to see temporary migrants brought into the conversation and noted that IP is helping that. She recommended that IP Council members go to a Canadian Council on Refugees forum in Toronto June 7-9. The forum is not funded by IRCC, may show the other side of the issues, and there is a strong focus on advocacy.

Tracey noted this can help us to educate ourselves in order to educate others.

Ernest noted that the immigration system for international students is changing for the better. He noted, however, that some students are sponsored by their home country to study and return home. We need to be careful to not interfere with these arrangements as we look at further retention of international students in Canada.

Peter liked the fact that IP is already addressing so many of the things that forum participants highlighted, but found that whether the LIP focuses on immigrant attraction is still a question. Some LIPs do – should we? Or should we align more with what groups like Waterloo EDC are doing.

And within that, Tracey spoke to the lack of coordination among groups involved in economic development and promotion of the region. She also asked about retention, given the census data we looked at last meeting.

Ian noted that the municipal resources to deliver impact on this are small. It really needs to be the federal and provincial government delivering here. He welcomed Mayor Jaworsky's involvement and suggested IP's focus should be on getting him and Mayor Vrbanovic involved as champions for our work and for immigrants to the region.

Tracey rounded out the discussion suggesting that we prepare a report to Regional Council.

6.3 National LIP Environment

Karen noted the convergence of the discussions between the Immigration Forum follow-up, the agenda item on IP Council Priorities and the one on the National LIP Environment. She noted that local context is important but there are national developments that will impact our work so suggested Council focus on National LIP Environment and the memo Douglas shared with Council.

See attached memo for: 1. Development of National LIP Strategy and Performance Measurement Framework; 2. National Settlement Council (NSC); and 3. National LIP Coordination/Secretariat.

Ian noted that the questions posed by Douglas are the right ones, but asked how we fund that engagement. He suggested that if engagement in the NSC is truly a place to influence policy, we might leverage corporate sponsorship for this. He expressed that we want to be involved if it is happening. Ian noted it is important to know where the push for all of this is coming in deciding how to engage. Peter agreed.

Council discussed how different the positions of different LIPs are and the importance that it be reflected and not overshadowed by larger dominant centres like Toronto.

Tara noted that IRCC's [2016 evaluation of settlement programs](#) was very favourable of LIPs, bringing attention to their capacity and ability to channel broader community interests. It is because of this that IRCC is developing a strategic plan for LIPs. She noted LIPs have been asking for more engagement in policy processes (i.e., the NSC) and that there seems to be a push for this from the West where IRCC engages directly with LIPs, which does not happen in Ontario or elsewhere in the country. It is quickly becoming political. There is an NSC meeting in June – Tara is one of the Ontario reps selected to pull together LIP input. This is the first step for coordination in the province.

Eliseo suggested that instead of rushing to be involved nationally, we think about why we want to be a network? Why do we want to do it? What would we lose locally with split focus on national engagement? It is worth it?

Karen noted there is currently no LIP secretariat. A more coordinated voice could have a better result for our own sustainability. She expressed concern about being too focused on national issues and losing focus at the local level where we're doing good work.

Lucia noted that the NSC was first convened by OCASI and has become very political. She cautioned involvement and suggested not losing site on the local advocacy, which is where we're strong.

Kelly asked if there is a single voice at the provincial level for LIPs. She noted we're hosting SWO LIPs this week and maybe Ontario is the more impactful focus on terms of coordination with other LIPs. She stressed the importance of preserving our focus on local impact.

Karen summarized Council input as follows: 1. Explore more on what is happening and what is in for us, who's driving it, how deeper engagement would impact our resources, provincial v national coordination; and 2. Focus on preserving our local focus but giving input into developments.

7. Meeting Adjourned at 1:53pm

Next Meeting: 20 June 2018, 12:00pm – 2:00pm

Location: TBD

Immigration Partnership Council Meeting Minutes

Date	4 July 2018
Time	12:00pm – 2:00pm
Location	The Family Centre (Room 2015), 65 Hanson Ave, Kitchener
Present	Karen Spencer (Chair), Peter Donahue (Past Chair), Eliseo Martell (SSG Chair), Ian McLean (WSG Chair), Dianne Boston-Nyp (BSG Chair), Linda Terry, Kelly McManus, Ernest Osei, Jenny Flagler-George, Jennifer Roggemann, Nancy Bird, Sheila McIntosh
Regrets	Pari Karem (Vice Chair), Douglas Bartholomew-Saunders, Lucia Harrison, Tracey Hare Connell, Yasir Dildar, Laura Stoutenburg, Sonja Erstic, Conal Vaughan, Diana Palmerin-Velasco
Staff	Tara Bedard, Pauline Peng, Nora Whittington, Dan Vandebelt

1. Welcome and Review of the Meeting Agenda

Meeting started at 12:10pm. Karen Spencer welcomed everyone to the meeting. She introduced Sheila McIntosh, Vice Chair of WSG.

2. Declaration of Conflict of Interest

No conflicts of interest were declared.

3. Items for Approval

3.1 Consent Agenda

Karen introduced the consent agenda, including the 18 April 2018 Council Meeting Minutes, Syrian Newcomers Fund Grant Impact Report, ED's Report, and the CAP Progress Report. Karen noted that the ED's report will be included in the consent agenda going forward to create more time for Council discussion, and invited any questions from Council. No questions.

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

- Linda Terry brought forward the motion.
- Peter Donahue seconded the motion.
- Council voted to approve. No members opposed or abstained from vote. Motion carried.

4. CAP Implementation Highlights

SSG

Eliseo Martell drew Council's attention to the progress report and made comments about three pieces of SSG's work. In the area of language training, he noted that the group sees overlap between SSG and WSG given the intersection of work and language, suggesting that we look at how SSG and WSG work together to overcome language and work challenges faced by newcomers. Housing is another area of overlap and one where the three pillars can collaborate. He also noted the request from SSG partners that Council continue to advocate for Legal Aid Ontario funding sustainability, especially with the new Ontario government. Eliseo suggested that cross-pillar coordination on these issues is important considering how people experience life and links to the information in the ED report on the National settlement Council on cross government collaboration.

Peter asked what IP has done to date on Legal Aid Ontario advocacy. Tara indicated that when potential funding cuts to the Immigration and Refugee Law program were announced a year ago IP

developed and shared a primer with the broad community as well as MPs and MPPs, asking both orders to government to ensure sustainability of the funding. Region Council did the same at the request of IP. As a result of pressure around the province, Legal Aid Ontario was given a funding reprieve until the end of this year. Future is uncertain with the new government in Ontario.

Jennifer Roggemann asked if the request related to Legal Aid programs broadly (including criminal law) or immigration and refugee law, which is a very small proportion of the budget. Tara indicated that the request from partners focused on immigration and refugee law programs.

Linda Terry noted that with the new Ontario government ongoing advocacy will definitely be needed and suggested that IP talk with Waterloo Region Community Legal Services. Dan Vandebelt noted that they participate in SSG and we will continue talking to them.

WSG

Ian McLean reported that WSG had Immploy (formerly London Immigrant Employment Council) present on their program for working with employers and immigrant jobseekers. WSG was excited by the London model, which responds to gaps in Waterloo Region and hope to build it up here around programs already in place.

Sheila McIntosh reported that employers want a “one-stop shop” and that’s been a struggle for a long time. Big companies have a mandate on diversity and hiring immigrants but smaller businesses just want to fill positions. WSG would like those spots to be filled by new immigrants. WSG would look to marry the Immploy model with Lutherwood’s targeted immigrant employee program, and we may collaborate with them as they span Southwestern Ontario.

Ian agreed that this seems to be the right recipe, with a focus on the result for the employer. We can attract people from other communities if needed but focus first on local talent.

Nora Whittington added that the London model is good because it has the full package in the hub (supports on both employer and jobseeker side, with a business approach). It will draw talent here and support those in community. Sheila added that its strength is that it includes a personal touch - computer matching doesn’t do everything.

Jennifer asked if self-employment is considered in this scenario given that many immigrants start their own businesses and needs supports to do so. It was noted that this will be explored.

Ian concluded by reporting on the success of WSG’s recent Point of View luncheon with the Chamber for 140 employers. There was a good mix of business people, service providers, and universities. The speakers were excellent (Murray Gamble and Carol Simpson) and there is great video that we can use for messaging. The importance of language in employment is paramount and for WSG this must be on the advocacy agenda, to ensure resources are there to develop this.

Nora added that numerous surrounding municipalities were present because they are developing talent attraction strategies with a focus on immigrants.

BSG

Dianne Boston-Nyp introduced herself as BSG chair, having been with the group for four years. She reported that BSGs social isolation group is working with the Social Development Centre to go to the streets to meet people where they are at (many people simply would not come out to meetings due to various circumstances to gather insights) and begin preparing for an event in the Fall. The public education group hosted an Open Conversation on Hospitality and Belonging on June 19th with the KW Art Gallery. The concept is great but it continues to be hard to get beyond our current reach. She

noted that there are difficult conversations to be had so it's good to start in a small intimate setting. She liked the videotaping of the WSG POV and suggest that BSG also video tape future events. The welcoming municipalities group continues to reach out to newcomers on municipality services and host community citizenship ceremonies to foster sense of belonging. She invited Council to the next municipal presentation on July 19 at Kitchener City Hall.

Linda underscored the importance of events like the municipal presentations because many people don't know what municipal government is responsible for and it is important for immigrants to know that even if they are not citizens they can still contact the municipal government if they have issues and concerns.

5. Items for Information/Discussion

5.1 Wellbeing Waterloo Region

Karen provided Council an update on Wellbeing Waterloo Region (WWR), introducing the actions under the Big # Ideas (3 big ideas: Affordable Housing, Healthy Children and Youth, Social Inclusion, with Connected Community and Measuring and Monitoring as the foundations of the three) and the proposed enabling structure for the initiative. She invited Council's reflection on how and where IP should continue to fit into WWR, given some overlap and connectedness between this and the priorities of IPs steering groups.



WWR Potential Actions
(Please double click to view documents)



WWR Draft Enabling Structure

Dianne noted that Healthy Children and Youth is directly related to the economic status of the family, which is related to work and affordable housing. Ian and Linda discussed the wellbeing survey, which will inform strategic planning for all area municipalities, the LHIN, etc.

Karen noted that it is a concern for IP that diverse people are involved in WWR and inputting its development. Linda agreed and noted that this have been shared with WWR. Nancy Bird responded that WWR is responding to these concerns by bring surveys to food banks etc. to reach out further into the community.

Eliseo found that the WWR actions seems to assume that all people start from the same place, which they don't, and suggested that WRC should address this.

Ian noted that IP has a role in encouraging newcomers to respond to the survey and participate. WWR is a step in a good direction and is getting everyone together. Karen added the need to explore more concretely how planning bodies fit under this plan.

Kelly McManus noted that IP is uniquely positioned to bring the unique perspectives of immigrants and refugees to WWR while not losing sight of our own work.

Nora asked if the survey is translated. Nancy responded that translation was considered but not done in the end. The cost would be a big factor; have focused more on direct outreach to target groups. Eliseo expressed concern with the lack of translation for low-no English speakers.

Tara noted that IP did propose translation of the survey, and has helped structure ways in which WWR can do more direct outreach to newcomers. This is happening in various ways, involving numerous IP partners like KWMC, etc.

Kelly indicated that as WWR moves forward, we go back to raise concern when something is off. But IP also needs to take ownership of our engagement and learn for the future if we're not happy with something.

Jennifer noted that translation will not solve all the problems. A lot of people will not recognize that there are translated versions and not all translations work well. She supported WWR going with what best serves the community. People who want to do the survey will find a way to do it.

Karen suggested IP continue to advocate for more outreach to newcomers and continue to engage in WWR because we have a lot to offer.

Dianne suggested that WWR could take the survey to ESL classes, as an "English exercise", so it can get immigrant input. Tara will share the input with WWR.

Nancy suggested that IP look specifically at the Connector Hub and Social Inclusion catalyst groups for ongoing engagement.

Karen summarized that IP should pursue involvement in the Connector Hub for higher level concerns, as well as involvement in the Catalyst Group on Social Inclusion re link to BSG. She indicated that WWR will be a standing agenda item for Council.

Action item:

- Tara to share Council feedback re survey/other with WWR.

5.2 Provincial Election Follow-Up

Tara recalled IP's work in the run-up to the Ontario election to solicit and share broadly candidate commitments to support immigration topics. She noted that the Ministry of Citizenship and Immigration does not exist in the new Cabinet and informed Council where the various pieces of MCI landed in the new government structure. She noted Waterloo Region has almost all new MPPs, two NDP and three conservative (two with PA responsibilities in the new Ministry of Children, Community and Social services, where major immigration portfolios lie). She asked what follow-up Council would like now that the new government is in place.

Ian noted that chasing people for meetings now won't work. He suggested IP take some time to figure out where the power centres lie; pick the Top 3 issues of the community to focus on. This government campaigned on creating jobs and reducing costs. Let's figure out how our concerns align with their agenda for framing and be ready in the Fall with the legislature starts.

Kelly agreed and suggested that IP leverage its connections with OCASI and other umbrella networks to understand what is happening and to stand strong together. We need to identify where our budgets are vulnerable and get ahead of that in meeting with politicians by focusing on those areas and not just who we are.

Ian reiterated the importance of investment in English language training as linked to filling jobs and identifying what the government campaigned on vs what will be useful for us.

Kelly also suggested that Council should anticipate what the Steering Group asks will be and consider them strategically. We will have limited influence with this government and will need to manage expectations.

Action item:

- Tara to work with Karen to start mapping IP priorities against Government platform, MPP profiles and work towards meetings with local MPPs in the Fall

5.3 Council Meetings and Membership

After some discussion of possible changes to the regular time of IP Council meetings, it was decided that the date and time will remain the same, with the formal meeting starting slightly later.

5.4 National Settlement Council Debrief

Deferred to the next meeting

5.5 2019 – IP 10 Year Anniversary

Karen noted that 2019 is the 10 year anniversary of the Immigration Partnership – an important milestone to celebrate. She asked Council to consider the ways in which it would like to celebrate the anniversary and work with staff in planning.

Linda and Dianne volunteered to get involved in planning. It was suggested that Council's Past Chairs be asked to take a leadership role on this with staff. Council also suggested that staff send a short survey to members to gather planning input.

Action item:

- Tara/staff to survey Council for celebration ideas.
- Tara to invite Past Chairs to engage in planning.

6. Meeting Adjourned at 2:00pm

Next Meeting: 19 September 2018, 12:00 – 2:00pm

Location: Kitchener Public Library Room D (85 King St. N, Kitchener)

Immigration Partnership Council Meeting Minutes

Date	19 September 2018
Time	12:00pm – 2:00pm
Location	Kitchener Public Library Room D/E, 85 Queen St N, Kitchener
Present	Karen Spencer (Chair), Eliseo Martell (SSG Chair), Ian McLean (WSG Chair), Tracey Hare Connell, Lucia Harrison, Linda Terry, Ernest Osei, Jenny Flagler-George, Jennifer Roggemann, Yasir Dildar, Elba Martinez (BSG Vice Chair), Sheila McIntosh (WSG Vice Chair)
Regrets	Pari Karem (Vice Chair), Peter Donahue (Past Chair), Dianne Boston-Nyp (BSG Chair), Douglas Bartholomew-Saunders, Nancy Bird, Kelly McManus, Laura Stoutenburg, (SSG Vice Chair), Sonja Erstic, Conal Vaughan
Staff	Tara Bedard, Pauline Peng, Nora Whittington, Dan Vandebelt, Diana Palmerin-Velasco

1. Welcome and Review of the Meeting Agenda

Meeting started at 12:15pm. Karen Spencer welcomed everyone to the meeting. She introduced Elba Martinez, Vice Chair of BSG, and Sora Yun, an MSW placement student who will work with IP until April. Jenny Flagler-George introduced Sandra, an MSW student with the WWLHIN.

2. Declaration of Conflict of Interest

No conflicts of interest were declared.

3. Items for Approval

3.1 Consent Agenda

Karen introduced the consent agenda, including the 4 July 2018 Council Meeting Minutes, Syrian Newcomers Fund Grant Impact Report, ED's Report, and the CAP Progress Report. She reminded Council that meetings will be condensed to 1h45m and that the ED report is incorporated in the consent agenda.

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

- Jenny Flagler-George brought forward the motion.
- Linda Terry seconded the motion.
- Council voted to approve. No members opposed or abstained from vote. Motion carried.

4. CAP Implementation Highlights

SSG

Eliseo Martell provided an update on several initiatives related to the SSGs work. Related to language learning, Reception House is piloting a project with a local employer and language training provider focused on integrating immigrants with lower level language skills into the workplace via making language training available at work. Related to settlement, he noted that partners have begun discussing closer integration between private refugee sponsorship group supports and settlement services, and informed Council about a study on this topic being conducted in Waterloo Region and other communities by OCASI which IP is supporting. He also noted that the settlement agency EDs continue to be supported to meet to explore ways of improving their work collaborative work.

Jenny Flagler-George asked if she can come to an SSG meeting soon to provide an update on the WWLHINs interpretation pilot. She informed Council that the KW Multicultural Centre together with the Guelph Wellington Immigrant Services and an established telephone interpretation service won the tender to provide funded comprehensive in-person and telephone interpretation services via one access point to primary care, community supports and mental health and addictions service providers. Expect the pilot to be running by October 10. Council welcomed this announcement.

Karen asked about overlap between SSG and WSG re language training and asked if the two groups are connecting. Dan and Nora responded affirmatively and noted that Reception House has been invited to the next WSG meeting.

WSG

Ian McLean informed Council that WSG is focusing on responding to employers' request for a one-stop shop for hiring, etc. supports. He reported that WSG met with Immploy from London about their model for adaptation to Waterloo Region – providing comprehensive supports to employers as well as immigrant job-seekers and facilitates the matching to jobs and talent. He noted that they work beyond London, and will consider talent in other communities to help the employer meet their hiring needs, which will be key here also. Several WSG partners are going to London to meet them to learn and share practices – from Wilfrid Laurier University, Lutherwood, Agilec, and the YMCA Mentorship Program. Meanwhile, WSG continues its efforts to educate employers and employment service providers on how to connect and facilitating connections. He stressed the importance of language training and noted that when talking with MPPs he has been raise this.

Tracey Hare Connell asked how Immploy started. Nora noted that it started like the Waterloo Region Immigrant Employment Network. Ian noted unlike here, with LIPs first began Immploy said they were staying separate and have built up a local investment model, which is easier in smaller markets like London. At this point, their model is far more integrated in terms of service than currently exists here.

Karen asked about the role of London's LIP in relation to Immploy. Nora and Ian noted that they are connected but separate and that they'll take about this at the upcoming meeting.

BSG

Elba Martinez provided an update on behalf of BSG, reflecting that BSG is the most challenging among the three pillars. In relation to reducing social isolation, BSG aims to give immigrants and refugees a voice in saying how they experience belonging and integration. BSG is reaching out to multicultural groups with a survey to gather their perceptions of isolation in their community and organizing a Multicultural Connections Event on Nov 3 where they can explore and share their experiences and connections. Over 80 groups have been invited and some are eager to get involved. This is the start of a long-term engagement process with multicultural groups in the community.

Lucia Harrison suggested considering connections between more established ethno-cultural groups and the newer ones. Accessing space is an ongoing issue for the new ones and the older ones have great spaces with declining use. She expressed concern at how the cities profit from the limited grants that smaller groups access through space rentals.

Our welcoming and inclusive municipalities group has until now focused on hosting citizenship ceremonies and municipal information workshops which connect immigrants and refugees to the work of municipalities and encourage them to get involved. The group feels it should be doing more, but the municipal partners involved lack decision making power within their municipality and don't always have wide support. BSG is looking for IP Council engagement in broadening the scope (i.e. inclusive of economic development, etc.) and higher levels of municipal engagement.

Diana Palmerin Velasco recalled that BSG feels it is important to use the IP Community Survey results as a tool to educate the new municipal Councils post election on what newcomers experience in Waterloo Region and at the same time remind them that they are partners in IP and open the conversation about how we achieve more holistic engagement.

Karen noted synergy between these comments and the discussion at the IP Council Leadership Retreat, where the suggestions are similar.

Tracey asked for specific concrete proposals for how IP can do more advocacy with municipal governments.

Diana suggested: 1. Presenting the community survey to the new Councils after the October election; 2. Reminding the cities that they are involved in IP; and 3. Exploring the engagement of an area Mayor on IP Council. Elba suggested that IP Council position itself as a resource to area municipalities.

Jennifer Roggemann agreed that belonging is our most indeed challenging area, asking how one proves they belong to a group. She noted that on one hand belonging needs to be backed by something constructive, i.e. something physical to prove that you belong, such as a PR card. On the other hand, it is emotional, which is more difficult, it is a choice that requires immigrants to say I want to be here, I want to belong. She expressed that ethno-participation and connections are important but so too are connections to the broader community and culture, regarding social isolation work.

Linda Terry recalled that they Social Planning Council with the YMCA used to work with the City of Cambridge to introduce all newcomers to municipality, regardless of citizenship because even non-citizens can call the municipality or their councillors to talk about the things that affect them.

5. Items for Information/Discussion

5.1 Leadership Retreat Follow-Up

Karen and Tara informed everyone that an IP Council Leadership Retreat was held in July for all Chairs, Vice Chairs and the Past Chair of Council and the three Steering Groups day and IP staff in order to take an overarching look at the objectives of IP advocacy and communications work. Discussions that day led to the draft document presented today, with a focus on external advocacy, internal advocacy (inter-partnership) and communications. Karen invited Council to provide comments, concerns, omissions, etc. and highlighted that some pieces are in parallel to the work of the Steering Groups and the pieces they are working on, i.e., educating elected officials as was heard earlier.

IP Advocacy and Communications Plan

Advocacy (External)

Lucia expressed some concern about terminology, which is complicated. She noted we talk about permanent residents (PR), which includes government sponsored refugees (GAR) and privately sponsored refugees (PSR), which have PR status, but that refugee claimants are excluded. She believes claimants should be included in IP's scope because a lot is happening right now. Many claimants are arriving in Waterloo Region each year. Local shelters are again turning them away because of residency requirements. Refugees who are here as PRs and those who are claimants are dealing with very different issues. Someone is not considered a newcomer unless they reached a certain point in their claims process. Local policies don't talk about newcomers, but about local residents. The need for advocacy is growing.

Karen clarified that this seems to indicate a need to clarify our terminology and scope.

Dan Vandebelt suggested considering residents as immigrants and claimants as refugees, noting that in common language those terms could mean different things.

Eliseo agreed with Karen, noting a need to clarify who falls within the scope of IPs work.

Jennifer noted that by law 6 months is the cut-off for being considered resident here, regardless of formal status, and have the right to go to court. She suggested this concept is different from people who have the right to live here.

Lucia noted that the concept of residency is not applied universally but agreed that this could be considered in determining scope.

Tara Bedard commented that clarifying scope and definitions seems to be a growing need. IP has promoted a definition of who we consider relevant to our work which is very wide in scope, including immigrants, refugees and refugee claimants and more. Community conversations increasingly bring in topics related to international students and temporary migrants, which are not specifically named in our work – not sure why. Community leaders and partners don't necessarily differentiate between all of these categories – they just see immigrants. The time is right to define this so we can be clear.

Karen suggested that this is important and that we take it offline for now. She suggested that she and Tara discuss and bring it back to the next meeting. Lucia volunteered to join because KWMC works with people in all these categories. Jennifer also volunteered, suggesting that targets and resources will change depending on scope and we have to consider if we have what we need.

Tracey noted that this discussion may lead to the need to change IP's Governance Document.

Advocacy (inter-partnership)

Karen expressed that she finds this section in particular to be linked to the IP Council recruitment and asked Council to consider them together.

Ian felt it unlikely that a Mayor would regularly attend IP Council meetings and suggested that IP decides what we want from them and make targeted invitations. He also noted that the bigger the group gets the harder it is to talk and make decisions. He supported exploring ex officio roles for Mayors with an expectation that they participate in perhaps two meetings per year. This could change the things we are able to do.

Lucia was of the view that the police and school boards are priority targets for recruitment and that the time is right to re-invite people or groups previously involved in IP who left because they felt IP wasn't accomplishing enough.

Karen noted that she sees a gap and space for the involvement of Reception House on Council, especially if influencing the way services work together is our objective.

Eliseo noted that Reception House is on SSG (also WSG and BSG) and that SSG is the conduit for them if needed. He suggested the list is good but potential partners need to know that being on Council is more than just attending meetings – it is about bringing our priorities back to the work of their organizations and exploring how IP can increase its involvement in key decisions.

Ernest Osei supported the idea of ex-officio membership and suggests IP Council could have different people join for only a few meetings a year and cater those meetings specifically to what we want them to get out of the meetings.

Jennifer agreed and suggested the first meeting focus on introducing IP work and our vision/asks with the second focused on what they have done in follow-up.

Tracey commented that the language in this objective (“change the way”) may cause problems and suggested we reword. Karen agreed and suggested we use “improve” or “influence”.

Council Recruitment / Membership

Karen summarized that Council was supportive of inviting the Mayors/Police Chief to be ex-officio members of Council. She noted that Council currently has two open spaces and invited comment on top priorities.

Jennifer suggested police representation, because immigrants are unfamiliar with the law and because of lack of diversity in the police force.

Tracey suggested Conestoga College and the police, or perhaps the Crime Prevention Council (CPC).

Lucia noted that the SSG Vice Chair is from Conestoga’s LINC program, and expressed concern that CPC’s mandate is too broad, suggesting we can rather partner when warranted.

Eliseo suggested board of education and police.

Lucia noted she struggles re: international students and noted that IP is not currently an immigrant attraction council, which influences who we seek to recruit and why. She noted that the universities and colleges are doing better than settlement agencies in providing resources for international students. Jennifer agreed, noting many international students don’t intend to stay here and choose to just be here temporarily, suggesting that IP focus on those who do intend to stay in Waterloo Region.

Ernest noted that work and language always come up as the two biggest topics and therefore suggests a business leader or language provider be recruited.

Karen called Council's attention to the term of service motion and proposed change to the Governance Document to provide flexibility in maximum term on Council.

Ian stated that the Chamber should be added to the list of permanent Council members. He suggested that if he left the Chamber may not support ongoing involvement without it, and IP needs it, as well as the historical memory given that WRIEN was hosted at the Chamber. He noted in general the maximum 6-year term is good but sometimes we may need flexibility.

Tracey and Lucia agreed.

Motion: That the Immigration Partnership Council approve an amendment to the Governance Document allowing flexibility in the maximum term on Council in some instances. [see proposed wording in agenda backgrounder]

- Tracey brought forward the motion.
- Lucia seconded the motion.

- Council voted to approve. No members opposed or abstained from vote. Motion carried.

Action items:

- Karen, Lucia, Jennifer and Tara work on definitions and scope to bring back to next meeting.
- Tara amend language in the draft advocacy and communications plan per Council direction.
- That member recruitment begin following Council direction.

Items 5.1 (IP Communications Plan and IP 10 Year Anniversary) and 5.2 (IP Partner Recognition Plan Plus) were deferred to the next meeting.

5.3 IRCC Regional Consultation

Tara informed Council that IP is organizing a regional consultation on behalf of Immigration, Refugees and Citizenship Canada for local settlement and non-settlement partners to give input on community priorities in the 2019 call for settlement funding proposals for the period of 2020 and beyond. She indicated that everyone on IP Council will be invited to the October 17 consultation and encouraged them to prioritize time for this is possible.

Karen invited any updates.

Diana noted that the BSG will host the Global Migration Film Festival again in Nov/Dec. She invited Council to participate and host a screening for their stakeholders.

Lucia indicated she'd be interested in getting feedback from the pillar groups at the next Council meeting regarding provincial funding updates and any potential service impacts for newcomers. She indicated that all of the settlement calls for proposals are late in opening.

Linda reminded Council that the Social Planning Council is hosting all candidate meetings in Cambridge and North Dumfries and that IP will ask an immigration-related question.

Action items:

- Council to attend the IRCC regional consultation.
- Tara to send Council info on the all candidate meetings.

6. Meeting Adjourned at 1:58pm

Next Meeting: 21 November 2018, 12:00 – 2:00pm

Location: Kitchener City Hall, Conestoga Room, 200 King St W

Immigration Partnership Council Meeting Minutes

Date	21 November 2018
Time	12:00pm – 2:00pm
Location	Kitchener Public Library Room D/E, 85 Queen St N, Kitchener
Present	Karen Spencer (Chair), Pari Kareem (Vice Chair), Eliseo Martell (SSG Chair), Ian McLean (WSG Chair), Lucia Harrison, Jenny Flagler-George, Jennifer Roggemann, Nancy Bird, Sheila McIntosh, Sonja Erstic, Conal Vaughan,
Regrets	Peter Donahue (Past Chair), Dianne Boston-Nyp (BSG Chair), Linda Terry, Dr Ernest Osei, Tracey Hare Connell, Douglas Bartholomew-Saunders, Yasir Dildar, Kelly McManus, Dan Vandebelt, Nora Whittington
Staff	Tara Bedard, Pauline Peng, Diana Palmerin Velasco, Sora Yun

1. Welcome and Review of the Meeting Agenda

Meeting started at 12:15pm. Karen Spencer welcomed everyone. Everyone introduced themselves.

2. Declaration of Conflict of Interest

No conflicts of interest were declared.

3. Items for Approval

3.1 Consent Agenda

Karen introduced the consent agenda, including the 19 September 2018 Council Meeting Minutes, Syrian Newcomers Fund Grant Impact Report, ED's Report and the CAP Progress Report.

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

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

4. CAP Implementation Highlights

SSG

Eliseo Martell noted that the weekly briefings outlining relevant programs and other information continue as does work to update the Waterloo Region Immigration Portal. He spoke to the official launch of the WWLHINs partnership with the KW Multicultural Centre to fund medical interpretation in the Waterloo Wellington region and noted that Jenny Flagler-George will attend the next SSG meeting to provide information and answer questions. Eliseo noted that language training partners meet every 6 to 8 weeks to work together to explore how to improve services and possible adjustments to program models. He also noted that the Immigration Partnership [Newcomer Landlord Award](#) was presented to two recipients at the National Housing Day celebration on Nov 15.

Lucia expressed excitement about the interpretation launch and subsequent media coverage via The Record and CTV. She suggested their interpretation staff attend the SSG meeting with the LHIN. Council agreed.

Jennifer Roggemann noted that she has noticed a shift with respect to interpretation; for example there is public information about accessing interpretation at Grand River Hospital where in the past there had been none.

WSG

Sheila McIntosh provided Council with an update on the immigrant employment hub plan. The concept is a one stop shop, inspired by a model of service in London, Ontario, which partners toured. A small working group is in the process of developing a detailed business case plan, including the mandate, objectives and budget. She noted that launching the hub will be expensive and that the group is exploring all options, including fee for service. The working group will bring a robust concept with a clear direction to the wider WSG for input. Sheila noted that after more than 10 years, she is excited for the momentum and response to what employers have been saying they need.

Sheila noted that #HireImmigrants ads are moving to buses and print advertisements and that employer continue to connect and be supported via Nora to access the right services in the region to meet their goals. She also informed Council that IP will partner with the KWMC on the 2019 Global Skills Conference to host the employer networking session again on March 6.

Karen asked about the direction of the business case model. Sheila noted that they group is exploring all options, but would ideally like to keep government funding low to maintain a business focus and avoid red tape.

Jennifer indicated that employers really feeling the pinch and she gets lots of questions about where to hire, but she's not sure where to refer them. She also noted a mismatch of highly educated immigrants with many of the skilled labour positions in the region.

Sheila agreed that this is the dilemma and that many employers are turning down work because they can't find talent. She noted employers are looking for anyone to do the job, but our mandate as WSG is to make sure it's an immigrant who gets hired. She expressed that she's hoping to see the model to be more aligned with the new provincial government's economic development mandate and support for employers to build their businesses with the right talent.

Karen noted that these concerns were raised in discussions with MPPs Amy Fee and Mike Harris Jr.

Pari Karem expressed concern that the employer channeling is too much for IP staff. She noted that many immigrant clients share feelings that some of the jobs available are not good and that some do not have good working conditions, noting a need to focus on employment standards in our work with employers.

Sheila highlighted that the intention would be for the employer follow-up as part of the #HireImmigrantsWR campaign to transition away from IP to the employment hub once established.

Jennifer expressed that we're beyond needing to promote immigrant talent because employers are desperate for anyone. Sheila agreed with respect to low-skilled work, but not necessarily with highly skilled or educated roles.

Karen summarised that it is important to be cognisant of potential issues and noted this is bigger than IP and is part of a broader context.

Lucia noted that since the time of WRIEN we have been back and forth on the idea of a one stop shop. She recalled that the idea of a municipal nominee program has been suggested, so that local immigration needs are subsumed by Toronto's needs.

BSG

Diana Palmerin Velasco updated Council on behalf of BSG. She noted that 35 attendees from many different groups attended the Nov 3 multicultural connections event, which was very successful. The group is looking to a second meeting in February or March to look at the outcomes and to follow up. She highlighted that this year is the second year that IP will host the Global Migration Film Festival in Waterloo Region. It runs from November 28 – December 18 and there will be 10 screenings at 10 different venues in Cambridge, Kitchener, and Waterloo. This year there's a greater variety of venues and a lot of collaboration between the hosts. All screenings are free but we are accepting donations for the Food Bank. Each screening will be followed with a post-screening conversation about how the film relates locally. She also reported that they City of Cambridge recently hosted its second local government presentation and tour of City Hall for ESL students.

Nancy Bird supposed that KW Counselling be engaged in the multicultural outreach work, and that the United Way and KWCF could also help spread info to their grantees.

Action items:

- Tara to send SSG meeting information to Lucia.

5. Items for Information/Discussion

5.1 Settlement Hub Update and Request of IP Council

Lucia reported that, similar to the employment hub, there has been discussion about a settlement hub over the past 10 years. Now, the YMCA, Reception House and KWMC are interested in moving forward and making this happen. On behalf of these three organizations, she tabled two requests:

1. That IP provide a letter of support for a concept paper to be submitted to IRCC for planning funding.
2. That IP be the lead agent for the purposes of funding should the proposal be successful.

Jennifer asked if funding would go through the Region since IP doesn't exist independently and indicated that she felt IP was the right fit conceptually.

Lucia said yes and that there are established processes in place via which IRCC provides funds to the Region for IP, and that this would ideally piggy-back on that.

Jennifer asked if the hub will be a regional service, and expand beyond Kitchener Waterloo.

Lucia indicated that as a direction, that makes sense, but they don't know what it looks like yet. They know they want to make this happen and are seeking funds to work out the details.

Nancy asked about settlement services in Cambridge that support this. Lucia indicated that the YMCA is the provider of settlement and employment supports in Cambridge.

Karen commended the three organizations for coming together on this and confirmed that Council approves IP hosting this proposal in principal. She asked about synergies with the immigrant employment hub. Various Council members noted synergies and alignments, but that one is business facing and one is more of a social service immigrant facing model. It was suggested that the synergies be explored as they proceed.

Action item:

- IP to host a settlement hub planning proposal to IRCC via the Region they agree.

5.2 IP Scope of Interest

Jennifer introduced the suggested change to reference to IPs scope of work in the Governance Document from the meeting agenda backgrounder (double click image below to open file).



Tara explained that within the spectrum of immigration status' in the community, focus priorities will be directed by the ways in which we take community input (surveys, partner discussions, etc.).

Sheila asked how to employers fit into this. Ian and Jennifer confirmed that their interests matter and that employer priorities are explored in our outreach and community input.

Motion: That the Immigration Partnership Council replaces the current references to scope in the Governance Document with the materials put forward in the meeting agenda backgrounder on Nov 21, 2018.

- Jennifer brought forward the motion.
- Nancy seconded the motion.
- Council voted to approve. No members opposed or abstained from vote. Motion carried.

5.3 10 Year Anniversary Update

Lucia shared the evolving plan for IPs 10th anniversary plans with Council, which include events throughout the year. Key objectives: Remember the IP journey (celebrate now and imagine the next 10 years), reflect on achievements and impact, and recognize IP partners.

Key elements: media launch, appreciation night in Feb as a kick-off, social media campaign, anniversary video, immigration forum at the end (Oct/Nov) with focus on visioning for the next 10 years and a time capsule.

Key messages: Waterloo Region is a community of immigrants, it benefits from immigration and supports immigrants, and it will continue to need immigration to grow. Outcomes of immigrants and refugees in Waterloo Region are better because of our collective action over the last decade. There is still a long way to go.

Tara asked Council to fill out questionnaire and share input.

5.4 MPP Meetings/Municipal Election Follow-up

Karen noted that she and Tara met MPPs Amy Fee and Mike Harris Jr, and will have meetings with Laura Mae Lindo and Belinda Karahalios in December. There was a strong focus on English language services, gaps in employment and settlement funding stability. In both meetings, they were attentive to our issues. Karen raised concern that Ontario Works benefits may prevent immigrants (or others) from taking lower paying jobs without benefits and suggested a public benefit package may make people more confident to transition to work. They were more interested in exploring tax rebates.

Ian noted there is a big deficit so big new investments will be limited. More likely, they will be interested in easing regulations and doing things that don't cost money up front.

Lucia expressed concern that provincial settlement funding for the next fiscal year hasn't been confirmed. It covers gaps in service coverage from federal funding and will impact those most

vulnerable in Waterloo Region. She also noted that decisions on the provision of pay equity funding will impact staffing and service levels if not confirmed.

Karen noted that having specific stories would be helpful for these meetings.

Tara noted that there was significant response to the municipal election candidate survey and results were shared widely. She asked for Council input as to next steps with municipal representatives.

Ian suggested that presented to the various councils would be the best option, when they appear on TV because they are more attentive. He invited Council to attend the Chamber luncheon on December 12 with the new regional Chair and Mayors.

Karen summarized that IP will delegate to the area Councils in the first six months of 2019, and it would be good for a larger group of partners to attend to indicate the importance of this focus.

Action item:

- Tara to work with Council to delegate to the area municipalities in the first half of 2019.
- Tara to connect with Lucia and others for stories to support meetings with elected officials.

5.5 IRCC Consultation

Tara recalled for Council that IP hosted a regional consultation on behalf of IRCC which will feed into priorities in the upcoming Call for Settlement Funding Proposals in 2019. She summarized the results (double click image below to open file) and indicated that there was some appetite for a follow-up meeting locally to dig into what applications might actually look like.



Conal Vaughan suggested that there will likely be a short window in which the call is open, so it would be good to hold any follow-up discussions before it opens.

6. Meeting Adjourned at 1:50pm

Next Meeting: 20 February 2019, 12:00 – 2:00pm

Location: 150 Frederick St, Room 110 (Gaukel)