

Immigration Partnership Council Meeting Minutes

Date:	19 February 2020
Time:	12:00pm – 2:00pm
Location:	150 Frederick St. Room 110, Kitchener
Present:	Pari Karem (Chair), Eliseo Martell (SSG Chair), Ian McLean (WSG Chair), Diane Boston-Nyp (BSG Chair), Tracey Hare Connell, Nancy Bird, Ernest Osei, Lucia Harrison, Thusany Puvanendran, Douglas Bartholomew-Saunders, James Bond, Elaine Ranney, Margaret Walton-Roberts
Regrets:	Karen Spencer (Past Chair), Conal Vaughan, Sonja Erstic, Bryan Larkin, Yasir Dildar, Alejandra Amez
Staff:	Tara Bedard, Pauline Peng, Nora Whittington, Dan Vandebelt, Diana Palmerin-Velasco, Rinchen Rinchen

1. Welcome and Introductions

Meeting started at 12:18pm. As the new Immigration Partnership Council Chair, Pari Karem welcomed everyone to the meeting and introduced new members to Council: Elaine Ranney and James Bond (alternate; Waterloo Region District School Board), Margaret Walton-Roberts (Wilfrid Laurier University), Bryan Larkin (Waterloo Region Police Service). Tara Bedard introduced Rinchen Rinchen, an international student from Conestoga College on placement with the Immigration Partnership during the month of February. New partners briefly introduced themselves and roundtable introductions ensued.

2. Leadership Transition and Appreciation

Pari acknowledged Karen Spencer's incredible leadership of IP Council and noted she now assumes the role of IP Council Past Chair. She noted a motion in the agenda to appoint a new IP Council Vice Chair, thanking Tracey Hare Connell for coming forward for that role. Tara shared remarks on behalf of Karen Spencer, informed IP Council of the recognition done for outgoing members Linda Terry, Kelly McManus, Peter Donahue, and Jennifer Roggemann. Tara and Dianne Boston-Nyp noted that Diana Palmerin Velasco is leaving the IP staff team and expressed appreciation for her time, commitment and impact on the work of IP and particularly the Belong Steering Group. Diana shared her sadness at leaving the work of IP and appreciation for the work everyone is doing in Waterloo Region.

3. Review of the Meeting Agenda and Declaration of Conflict of Interest

Council reviewed the agenda. Agenda approved. No conflicts of interest were declared.

4. Items for Approval

4.1 New Vice Chair Appointment

Motion: That the Immigration Partnership Council appoint Tracey Hare Connell as Immigration Partnership Council Vice Chair.

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

Ernest Osei joined the meeting at 12:36.

4.2 New Member Appointment

Motion: That the Immigration Partnership Council appoint Chief Bryan Larkin (Waterloo Region Police Service), Elaine Ranney (alternate James Bond, Waterloo Region District School Board) and Margaret Walton-Roberts (Wilfrid Laurier University, International Migration Research Centre) to the Immigration Partnership Council.

- Dianne Boston-Nyp brought forward the motion.
- Lucia seconded the motion.
- Council voted to approve. No members opposed or abstained from vote. Motion carried.

4.3 Consent Agenda, including 18 Sept 2019 Council Meeting Minutes, ED's Report, CAP Progress Report

Motion: That the Immigration Partnership Council approves the Consent Agenda, including 18 Sept 2019 Council Meeting Minutes, ED's Report, CAP Progress Report.

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

5. CAP Implementation Highlights

Tracey joined meeting 12:39.

Settle Steering Group

Eliseo Martell (SSG Chair) reported that the SSG met last week and discussed the draft 2020-2025 Community Action Plan and other updates. He reported a recent cross-pillar meeting of partners from SSG (language learning action group) and WSG to discuss workplace language learning needs, programs and opportunities. He provided an update on the expansion of the LHIN funded medical interpretation program via KW Multicultural Centre to include all LHIN funded health providers (not just family physicians and the work of IP to help promote it. He also referenced IP and partner engagement in a refugee working group of the KW4 Ontario Health Team proposal development group as a means to advocate for refugee/other health needs, including medical interpretation.

Pari was pleased with the cross pillar attention to language learning given the important connection to both settling and working. She noted the importance of WSG providing employer insights to language providers to meet needs on the side of both the learner and employer.

Douglas Bartholomew-Saunders spoke to the difference between the LHIN and OHTS, with the LHIN rolling up into Ontario Health and 2 Ontario Health Teams representing Cambridge and KW4 which will be responsible for all health funding locally.

Lucia noted the availability of interpretation services for all sectors via KW Multicultural Centre, noting they need promotional help because they have no money to market the service. She asked if/how IP can support.

Pari noted a need for service providers to practice using interpretation services for refugees, seniors and homeless as priority groups, and to motivate health providers to use the LHIN funding for interpretation.

Margaret Walton Roberts asked if there is a tech solution for language at work? Pari replied that Google translate is not that good for work so it is important to help people use interpretation. Dan Vandebelt agreed with a focus on consistency of use.

Work Steering Group

Nora Whittington (IP staff) provided an update, noting several new members representing University of Waterloo and City of Waterloo Economic Development, with efforts to secure Cambridge Economic Development representation. She spoke about the recent breakfast IP partnered on with the KW Chamber of Commerce, where Jennifer Roggemann and Bill MacGregor of Gowling WLG presented information about immigration and employment to help employers navigate immigrant hiring. Feedback from the session was very positive and new employer connections were made. The 12th Global Skills Conference will be on March 5, where IP will again host a networking event for 25-30 employers and around 150 participants. She noted that the Hub task group is compiling responses to the Request for Information and Questions and will move that process forward.

Nora also noted that WSG will participate in Communitech's Tech Jam to engage employers, is planning another Point of View event with the Chamber in the Spring, and is supporting organization of a Community Employment Linkages Committee employer recognition event in May.

Diane asked if the Chamber had ever considered hosting a peer to peer group for newcomers. Nora noted there nothing at the Chamber at the moment but the Small Business Centre has held networking events in the past.

Nancy Bird asked if IP is promoting interpretation services to employers, as it seems a natural fit? Nora replied that IP actively promotes the programs that exist in the community but that WSG could discuss how to formalize this with more marketing.

Belong Steering Group

Dianne (BSG Chair) reported that BSG's Social Inclusion Working Group organized its 3rd Waterloo Region Multicultural Connections event with ethno-cultural groups across the Region for experience sharing and capacity building. She noted IP's recent partnership with the Kitchener and Kitchener-Westmount Rotary Clubs to facilitate the participation of 50 ethno-cultural and other leaders at Karen Chair Redman's first annual State of the Region event. She flagged that March 21 will be the International Day for the Elimination of Racial Discrimination and World Refugee Day will be on June 21.

She suggested it would be useful for IP to prepare a map to visualize where services are located around the Region. Nancy suggested that the 211 materials are free, useful and available in many languages.

6. Items for Information/Discussion

6.1 IP Recruitment Update

On behalf of Karen Spencer, Tara reported that with the new members approved today, IP Council currently has 15 voting members and 2 ex officio members. She reported that Yasir Dildar, community member, will stepping down due to his frequent travels, but will still be involved in the Council's Evaluation Advisory Committee. Nancy Bird announced that Brian Kamm will join IP Council in her place on behalf of United Way due to a shift in her role. Pari thanked Nancy for contributions to the work of IP and presented her with a small gift on behalf of Council.

Tara noted that these changes will bring Council voting membership to 14, while governance requires 15-18 members. New rounds of recruitment will take place over the coming year under Karen's leadership.

6.2 Draft Community Action Plan Review



Community Action Plan 2020-2025 - a proposal -



Tara presented an overview of the 2020-2025 Community Action Plan planning process to date and future steps. She presented an overview of discussions at the CAP Planning Retreat in November and subsequently at the Steering Groups, all of which have informed direction of the new draft. She then presented an overview of the draft 2020-2025 Community Action Plan and invited comments and suggestions from Council.

Lucia suggested to get rid of the term "Settle", which is not representative of the range of services we engage and language is important. She noted that most of their clients will say "no" when asked if they have been served by a settlement agency. Tara noted that staff/some partners had also had this discussion but were not sure about the right replacement. "Service" has been proposed, but no consensus. She invited Council input. Pari and Dianne suggested maybe Welcoming, Building Communities or Connecting.

Ian McLean joined the meeting at 1:32.

Tara noted that the term "immigrants and refugees" from previous CAPs is replaced with "immigration" and "immigrants", not to exclude refugees but to include more people by using immigrants as an umbrella term to align with the updated governance document. Council was in agreement.

In discussions on the proposed vision statements, Tara noted most SG partners preferred option two, with a suggestion to merge in elements of one to show mutual benefits of immigrants and community:

- Council liked the idea of combining the two options.
- Margaret suggested "reach their potential" is more realistic than "fulfil their dreams". Lucia agreed strongly to replace the word dreams.
- Eliseo highlights SSG discussions about showing the community contributions of immigrants in the vision.
- James Bond suggested adding language around "better community for everyone", to be more inclusive. Dianne agreed.
- There was a suggestion to include a reference to "supporting" immigrants to reach their potential. Council discussed a vision being the end result while the mission is the "how", so that word may not be right in the vision. There was also discussion of not reinforcing the notion of "helping immigrants" in the language, as they are capable themselves.

In discussion on the proposed mission statements, Tara noted SG partners preferred option two:

- Council preferred option #2, adding “for everyone” to the end.

Diana left at 1:51.

In discussion on the inclusion of a new section on “Things to watch in the next 5 years”:

- Council liked the inclusion of this section (called trends) as a reminder of what will impact our work, with further work on wording of the section itself.
- There is a need to clarify the first bullets on status and the implications of that.
- Ian McLean suggested that this section must include reference to the economic importance of immigration and the fact that all new sources of labour come from immigration to make the connection to what our work to help with learning in the community.
- Tracey Hare Connell suggested specific reference to the future of learning and work be included.

Council supported the overall direction of the draft and proposed changes based on Steering Group discussions. They are ready for the next draft in April.

Action Items:

- Staff to further develop the 2020-2025 Community Action Plan based on Council and SG directions, and bring to Council for approval in April 2020.

7. Meeting Adjourned at 2:04pm

Next Meeting: 15 April 2020

Location: TBD

Immigration Partnership Council Meeting Minutes

Date:	15 April 2020
Time:	12:00pm – 2:00pm
Location:	Zoom
Present:	Pari Karem (Chair), Tracey Hare Connell (Vice Chair), Ian McLean (WSG Chair), Diane Boston-Nyp (BSG Chair), Karen Spencer (Past Chair), James Bond, Ernest Osei, Thusany Puvanendran, Douglas Bartholomew-Saunders, Margaret Walton-Roberts, Laura Stoutenburg (SSG Vice Chair), Sonja Erstic, Conal Vaughan
Regrets:	Bryan Larkin, Nancy Bird, Eliseo Martell (SSG Chair), Lucia Harrison, Elaine Ranney
Guests:	Tamara Kerr
Staff:	Tara Bedard, Pauline Peng, Nora Whittington, Dan Vandebelt, Abiha Syed, Alejandra Amez

1. Welcome and Introductions

Meeting started at 12:15pm. Pari Karem welcomed everyone to the IP Council's first ever zoom meeting. She went over meeting etiquette and processes. She introduced Abiha Syed, IP's new Community Engagement Coordinator working with the Belong Steering Group. She noted Brian Kamm from United Way Waterloo Region Communities sent regrets, along with Bryan Larkin, Eliseo Martell, Lucia Harrison and Elaine Ranney.

2. Review of the Meeting Agenda and Declaration of Conflict of Interest

Council reviewed the agenda. Agenda approved. No conflicts of interest were declared.

3. Items for Approval

4.1 New Member Appointment

The motion to appoint Brian Kamm (United Way Waterloo Region Communities) to the Immigration Partnership Council was deferred.

4.2 Consent Agenda, including 19 Feb 2020 Council Meeting Minutes

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

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

4.3 Community Action Plan 2020-2025 Approval

Pari and Tara Bedard shared that the IP Council leadership team met last week to talk about the work of IP and how to move forward with the Community Action Plan (CAP) in the midst of the COVID pandemic, which is having unprecedented economic, social and community impacts. They discussed while everyone is busy responding to the immediate crisis within their organizations, we also need to be thinking about the future when the community will start to recover and rebuild. They discussed that immigration will continue to be important to the community, especially to economic recovery, and that collaborative work of initiatives like with Immigration Partnership are all the more important. They felt that the foundations of the draft Community Action Plan remain relevant, and that the CAP was built

to be flexible, responding to changing conditions in the community as needed. So, the draft presented today to Council and the Steering Groups was amended based on input at the last meetings, and has been updated to reflect the impact that the COVID pandemic is having on the community to place it in context. It is presented to Council as a final draft for approval today, pending final agreement of the Steering Groups at their next meetings. Council was invited to comment or ask questions.

Tracey Hare Connell reinforced the importance of this work and bringing the CAP forward for approval – it is important to have a plan to guide us, especially during times of crisis.

Karen Spencer agreed with moving forward and likes the changes made to the final draft.

Dianne Boston-Nyp agreed with moving forward and noted that the Belong Steering Group should ramp up its work on isolation, advocating for the tech or other resources needed to enable people to stay connected and aware of what's happening in the community. Some immigrants may not have the devices or internet access they need.

James Bond noted that the school board is looking at how they get tech to families and support them to use it, especially those that don't speak English or have literacy issues. They are also considering tech free supports and seeking suggestions from community partners.

Margaret Walton Roberts agreed with moving forward and recommended more introduction to COVID for a first time reader.

Pari suggested that the ways we work will change. Tracey noted that final document reflects the situation the community is in with COVID, and asked what all next steps are in bringing the CAP forward.

Tara noted that the Community Action Plan is the strategy of IPs partners, and that final approval is the responsibility of the IP Council. Since we missed a step with the Steering Groups due to COVID, we will get their final input, but today we are seeking formal approval by IP Council with the understanding that unless there is significant change suggested by the Steering Groups, it will be considered formally approved. After that, we will bring to Regional Council for information about how the community has agreed to support immigration and immigrants over the next five years.

Motion: That the Immigration Partnership Council approves the Community Action Plan 2020-2025, subject to agreement of the Steering Groups.

- Tracey brought forward the motion for approval, with the minor adjustment to the CAP discussed
- Ian 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 Waterloo Region COVID Pandemic Response

Douglas Bartholomew Saunders provided an overview of the pandemic response structure in Waterloo Region, and shared the [weekly coordinated COVID response newsletter](#), which is available online. The structure and newsletter cover the work of 5 control groups – municipal, health, community supports, critical infrastructure and communications – which bring together many municipal and community groups to coordinate efforts bi-weekly. He noted that the structure was

developed post-SARS and was used as the framework of coordination for the community's Syrian response. He noted a strong focus on information sharing and making multi-lingual resources available in response to gaps noted by IP partners. He supported that Council regularly check the newsletter for updates. He also reported that the Smart Waterloo Region initiative is working to find tech solutions for families with the school boards, that various local funders are collaborating on a coordinated approach to supporting community efforts and that the Business and Economic Support Team of Waterloo Region (BESTWR) also launched

Pari thanked Douglas and the Region for the update and coordinating such an effective response.

Ian provided an update on collaboration between the four major business organizations in the Region (KW Chamber, Cambridge Chamber, Communitech, Waterloo Economic Planning Corp) and the launch of BESTWR. Focus is on 1. making sure personal protective equipment is available to frontline workers, and 2. Helping business and residents to understand and navigate government programs being put into place during the pandemic through daily updates and Chamber programming open to everyone. They are also working with public health to understand business needs during COVID. He stressed the importance of thinking now about what the community will look like coming out the other side of the immediate crisis, noting the easing of physical distancing will likely be slow and staggered. He expects recovery to take a long time, for business to reopen sector by sector and significant number of businesses to no longer exist. He noted Canada will still need a lot of immigrants to help the economy to recover and grow, and that the IP Council needs to be a vocal advocate of this message, with a primary focus on the economic imperative of immigration and heading off any fear or negative perceptions of migration with high unemployment.

Margaret noted the challenges within the post-secondary education sector and disruption of education for undergrad and graduate students, and the uncertainty around future enrolment. She noted contingency planning for the fall and the lack of answers about what's to come.

James noted it is not sure when students will return to school. They are building up WRDBS@Home supports for parents and for teachers, and supporting them in using the online mechanisms. Focus on wellbeing. Meeting weekly with ELL department heads to discuss challenges, collaborating with SWIS workers and interpreters. WRDSB is making a list of families unable to connect with and trying to make sure they are not missing anyone in need.

Karen affirmed the role of the IP Council in avoiding a negative reaction to immigration and the importance of this work.

Dianne noted a major shift in volunteering, stressing the link to employment and support to individuals coming out the other side of COVID.

Ian noted that the Chamber's work won't go back to the way it was. Many businesses will no longer exist, more people will work from home and job opportunities will change, This has implications for the work of IP. They are looking at the next year and then the longer term, seeing major changes in the public and private sectors.

4.2 IP Immediate Response to COVID

Tara provided an update on some of the immediate work IP has been supporting in relation to COVID. Staff connected with partners across Council and the Steering Groups and heard back from about half of them. We heard concerns about: lack of information for immigrants re: measures, what's happening in the community and agencies that are supporting them, especially for those who can't speak English or are isolated; fear of reporting; lack of information in languages people can understand; articular populations may be more vulnerable (e.g. international students, refugee

claimants). A [dedicated webpage related to immigration and COVID](#) was launched on the immigration portal and is updated with new information regularly. The Immigration Weekly Email Update is focused on COVID and providing relevant updates on services for immigrants, policy changes affecting immigrants, multilingual resources and other relevant information. Staff have joined several pandemic working groups or connected partners in to speak about experiences of immigrants.

Nora noted she's been in touch with several commercial farmers. She noted a lot of concerns with foreign temporary workers: housing issues for the workers re: distancing and quarantine, and the impact on their business.

Dianne noted the importance of the Belong Steering Group moving into implementation of the new CAP and getting newcomers who are isolated connected into new systems.

4.3 Roundtable Updates (challenges, gaps, priorities, recommendations and cross-referrals)

Pari opened the floor for roundtable updates and discussion. Tara noted IP Council input on focusing on the economic imperative of immigration moving forward.

Dianne noted national volunteer week and the volunteer impact awards happening next week. COVID is changing the non-profit sector, which should be learning from and operating more like business.

Laura Stoutenburg reported that Conestoga College classes are now remote. They are supporting all students including international students. Making responsive decisions as they happen. LINC instruction is still happening, students and teachers are interacting in a suitable way on an individual basis. She noted service is happening at all hours to meet the needs of students and teachers.

Karen noted FACS is working remotely and that referrals are down because most come from school and day care. Focus on getting word out to parents that they can call for support and developing a campaign that will be out this week to recruit ECEs, childcare providers who are not working and have experience working with kids to foster kids if needed. We need more homes available as this goes on, some parents will need help.

Thusany Puvanendran reported that the LHIN is helping hospitals clear out rooms for COVID patient intake. The expect peek week to happen soon. She noted they are planning housing for frontline workers, securing PPE and trying to support long term care homes.

Sonja Erstic noted how tourism in Ontario is impacted and work the province is doing with regional tourism bodies. There is also a focus on how seniors are being connected and supported.

Margaret noted concern about international students and access to COVID supports. Recruitment of international students continues for the next semester, and many are now studying remotely.

Tamara Kerr is supporting Douglas on the pandemic response and noted she connected with Dan early on about language and other considerations we should be thinking about.

Nora noted that lots of people are looking for ways they can help. Dianne responded that the Volunteer Action COVID site will be running soon.

5. Meeting Adjourned at 1:59pm

Next Meeting: 17 June 2020

Location: TBD

Immigration Partnership Council Meeting Minutes

Date:	17 June 2020
Time:	12:00pm – 1:30pm
Location:	Zoom
Present:	Pari Karem (Chair), Tracey Hare Connell (Vice Chair), Eliseo Martell (SSG Chair), Ian McLean (WSG Chair), Brittney Emslie (BSG Chair), Karen Spencer (Past Chair), Thusany Puvanendran, Douglas Bartholomew-Saunders, Margaret Walton-Roberts, James Bond, Ernest Osei, Sonja Erstic
Regrets:	Elaine Ranney, Conal Vaughan
Absent:	Bryan Larkin
Staff:	Tara Bedard, Pauline Peng, Nora Whittington, Dan Vandebelt, Abiha Syed, Alejandra Amez

1. Welcome, Regrets and Rollcall

Meeting started at 12:05pm. Tracey Hare Connell welcomed everyone to the IP Council's second zoom meeting and introduced Brittney Emslie, new Chair of Belong Steering Group replacing Dianne Boston-Nyp. Brittney introduce herself as the Operations Manager at KW Multicultural Centre with involved in the BSG for one year. Council and staff welcomed Brittney and introduced themselves. Regrets were shared on behalf of Conal Vaughan and Elaine Ranney.

2. Review of the Meeting Agenda and Declaration of Conflict of Interest

Council reviewed the agenda. Tara Bedard recommended moving item 5.4 "Anti-Racism – What's happening and IP actions" to item 5.1. Agenda approved. No conflicts of interest were declared.

3. Items for Approval

Consent Agenda, including 15 April 2020 Council Meeting Minutes and Apr-Jun 2020 CAP Progress Report

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

- Tracey brought forward the motion.
- Douglas Bartholomew-Saunders seconded the motion.
- No members opposed or abstained from vote. Motion carried.

4. CAP Implementation Highlights

WSG

Nora Whittington provided an update on behalf of WSG. WSG met twice since Covid-19 ramped up and is having another meeting next week. Employers and employment providers are having many conversations about the economy. Continue to participate in a Business and Economic Supports Team WR working group to bring focus to immigrant employment. The Workforce Planning Board's new FindyourJob.ca job site has launched as a one stop for employers and job-seekers, and we are supporting it along with BESTWR. More jobs were posted in May than in April, mostly in front line services and manufacturing. In discussion with the Workforce Planning Board to jointly plan three virtual job fairs this year. Nora noted employer outreach continues and it is starting to be easier to talk to them. IP and the KW Chamber also planning several employer-focused events.

Karen Spencer asked about Findyourjob.ca and WSG's plans for an immigrant talent hub. Nora responded that the group had discussed the Hub at last meeting, and decided that FindyourJob.ca is sufficient at this time. It is also a good test to see how this connects to immigrants. The Hub is still on the table but not the main focus at the moment given the changes with COVID.

SSG

Eliseo Martell informed IP Council that much support has been given to the Regional pandemic response, especially work with Public Health and others to secure adaptations and improvements to pandemic communications to better reach immigrants, residents that do not understand English and low income families. These population groups experience issues related to literacy and technology, as some have trouble accessing webinars and tech equipment. SSG supported a webinar on tech access opportunities for community partners working with immigrants. He also highlighted that the Newcomer Landlord Award nominations have opened for 2020. Dan Vandebelt highlighted that tech support updates are included in the weekly.

BSG

Brittney Emslie reported that the BSG met twice since Covid started as have all working groups. Social isolation has been a big issue, with further connections to faith and ethno cultural groups. Discussions with municipal partners have centered around interpretation and translation services and the availability of key messages in non-English languages in pandemic discussions (many town sites don't have the "translate" function). Also, racism and the need for anti-racism work. Through the Public Education Working Group, the Global Migration Film Festival will take place after this year, likely virtually. The BSG also sent a postcard of support to the Laurelwood family who were targeted in a recent racist attack, and are working on plans for a public education campaign on anti-racism. BSG has been looking at diversity within its working groups and discussing how to realise the goal in IP's new Community Action Plan to realize a regional anti-racism strategy.

5. Items for Information/Discussion

5.1 Anti-Racism – What's happening and IP actions

Brittney requested on behalf of the BSG that IP Council endorse an anti-racism statement.

Douglas Bartholomew Saunders noted that it is very reasonable for IPC to make a statement, but to be sensitive to the arms length relationship with the Region. He suggested that IP look at Regional Council's statement and try to be in line with that, and noted he's like to share any IP statement with the Regional Chair and CAO before making it public

Karen supported an IP Council statement and thanked the BSG for taking leadership. She stressed the need for accountability for anti-racism and the importance of speaking to this in our statement, within IP, among partners and more broadly.

Margaret Walton Roberts agreed it would be appropriate for IP Council to make a statement. She asked if organizational approval is required by all partners due to accountability and community response. She suggested it would be good for Chief Larkin to be present for these discussions.

Eliseo Martell agreed IP should make a statement where we look internally to ourselves. Racism is everywhere. He urged that the statement be an invitation to all partners to explore anti-racism internally and set goals for how they want to change.

Brittney suggested that it be a statement but also a call for action.

Lucia Harrison fully supported IP Council issuing a statement, and sending it to all partners in advance of publishing to see, including the Region, but stressed that it will be an independent statement of the Immigration Partnership Council. She urged language of “confronting” rather than just “exploring” racism within organizations. She wants to see stronger language and action.

Douglas noted that the Children and Youth Planning Table and the Region have statements that are quite extensive, and maybe the public schoolboard. He suggested we look at what large organizational partners have already said and build on that.

[Tara noted that a quote on behalf of Immigration Partnership was included in the Regional Council statement](#), referencing knowledge of n experiences of racism among immigrants and our goal of supporting development of a regional anti-racism strategy but working with partners across the community. She said staff will create a draft statement which builds on this and the partner/other statements made to date, with a focus on accountability. It will be shared with IP Council.

Pari Karem asked that the IP quote from the Region’s statement be circulated with the minutes.

James Bond noted that the Waterloo Region District School Board made a statement, and suggested that Elaine would be the best person to being anything further from IP to the board. He suggested a focus on systems level responses.

Tara noted that IP just approved its new Community Action Plan which includes as a goal supporting development of a regional anti-racism strategy. How do we focus our efforts with partners towards this over the next 5 years? Hearing clearly the need for accountability and action. What should our next steps be as a council/partnership?

Ernest Osei asked if we can get the police chief to join Council?

Tracey reminded Council that Chief Larkin joined IP Council in February, highlighting that this conversation underscores the value of his participation. She suggested that a strong statement may compel a deeper commitment to being present. James suggested we may ask that a designate to assigned when he is not available.

Pari stated that the IP Council statement so far was reflective of IPs past work and what is included in the Community Action Plan, acknowledging that as minorities, newcomers experiencing racism. She agreed with taking that to the next level with a formal statement focused on action.

Tracey noted the link to the Community Action Plan and bringing this forward to Regional Council, perhaps seeking direction on how to move forward.

Tara agreed with presenting the CAP to Regional Council asap, in August, but with a focus on how we’d like Regional Council to engage in this work with us rather than seeking input.

Ernest suggested that IP Council form an IP-wide standing committee on anti-racism that regularly updates this Council.

Thusany Puvanendran voiced her support and asked if all Region of Waterloo departments can get involved as relates to the social determinants of health.

Sonja suggested looking also at what other LIPs are doing. Tara agreed.

Lucia urged that an action oriented statement focused on accountability issued be quickly and that the IP Council leadership team get together to plan over the summer a process re broader strategy of engagement on anti-racism to bring to IP Council in September.

In follow-up via telephone, Eliseo also suggested that Council's Evaluation Advisory Committee has a role, maybe to develop indicators to provide partners to measure their own anti-racism actions.

Action items:

1. Staff to draft an anti-racism statement to be endorsed by IP Council asap
2. Staff to convene the IP Council leadership team to map out a broader strategy of engagement on anti-racism to bring to IP Council in September
3. IP to present its new Community Action Plan to Regional Council in August. Council is invited to participate.

5.3 Community Action Plan Next Steps and Business Sustainability

Tracy noted that the new CAP is a milestone for IP and with it, the prudence of attending to business sustainability to ensure success in implementation. She noted IP receives about two thirds of its funding from the federal government. This was recently committed for the next 5 years, and mostly covers staff and overhead costs. The rest comes from the provincial government via the WK Chamber, the United Way Waterloo Region communities and the Region of Waterloo. Provincial funding is secure through March 2021, and United Way and the Regional funding are currently being assessed due to COVID and service reviews.

Tara noted we are currently in a fairly solid footing with funding, but that in the next year or so where it'll be more tight in supporting the work in the community. We may need to look at more proactive fundraising at that time. But, she noted that everyone is experiencing some financial uncertainty in light of COVID.

Lucia noted that the federal funding levels may change in any year, despite what's in the agreement.

5.2 Region of Waterloo CAO

Tracey noted that the Region of Waterloo will get a new CAO this summer, Bruce Lauckner, when long-time CAO and IP supported Mike Murray retires. She informed Council of plans to connect with both Mike and Bruce to express appreciation and underscore the importance of IPs work to the Region. She also congratulated Ian McLean on recently joined Police Services Board so in addition to Chief Larkin, the IP Council has one more person involved in police services.

Ian reiterated the importance of continuing to highlight the importance of IPs work for the future of the economy and the community.

5.4 IP in Community COVID Recovery Response

Deferred.

5.5 Other Businesses

Deferred.

6. Meeting Adjourned at 1:43pm

Next Meeting: 16 Sept 2020

Location: Zoom

Immigration Partnership Council Meeting Minutes

Date:	16 September 2020
Time:	12:00pm – 1:30pm
Location:	Zoom
Present:	Pari Karem (Chair), Tracey Hare Connell (Vice Chair), Eliseo Martell (SSG Chair), Ian McLean (WSG Chair), Brittney Emslie (BSG Chair), Thusany Puvanendran, Douglas Bartholomew-Saunders, Margaret Walton-Roberts, James Bond, Bryan Larkin, Ernest Osei, Brian Kamm, Laura Stoutenburg (SSG Vice Chair), Sheila McIntosh (WSG Vice Chair), Dianne Boston-Nyp, Conal Vaughan
Regrets:	Karen Spencer (Past Chair), Lucia Harrison, Elaine Ranney, Sonja Erstic,
Guest:	Jaskirat Gill
Staff:	Tara Bedard, Pauline Peng, Nora Whittington, Dan Vandebelt, Abiha Syed, Alejandra Amez

1. Welcome, Regrets and Rollcall

Meeting started at 12:05pm. Pari Karem welcomed everyone to the IP Council's third zoom meeting and introduced Bryan Larkin, Chief of Police, and Brian Kamm, Community Investment Manager at United Way Waterloo Region Communities, new members to IP Council. Constable Jaskirat Gill joined meeting as a guest with Chief Larkin. She informed Council that this will be Eliseo Martell's final meeting with IP Council as he transitions out of the SSG Chair role. She expressed appreciation for Eliseo's leadership and contributions to the work of Council and thanked him on behalf of Council for his dedication and engagement. Regrets were shared on behalf of Karen Spencer, Lucia Harrison and Sonja Erstic.

2. Review of the Meeting Agenda and Declaration of Conflict of Interest

Council reviewed the agenda. Agenda approved. No conflicts of interest were declared.

3. Items for Approval

New Member Appointment

Motion: That the Immigration Partnership Council appoint Brian Kamm from United Way Waterloo Region Communities to the Immigration Partnership Council.

- Tracey Hare Connell brought forward the motion.
- Douglas Bartholomew-Saunders seconded the motion.
- No members opposed or abstained from vote. All approved. Motion carried.

Consent Agenda, including 17 April 2020 Council Meeting Minutes and Jun-Sep 2020 CAP Progress Report

Brittney Emslie asked that two new BSG members be added to the CAP progress report: Tara will follow-up.

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

- Tracey brought forward the motion.
- Margaret Walton Roberts seconded the motion.

- No members opposed or abstained from vote. Motion carried.

4. Grounding our work: What we know about COVID impacts on immigration

Tara Bedard noted that a lot has changed since COVID started. The intention of agenda item is to provide an overview of what we know so far about immigration and the impacts of COVID 19 in Canada and Waterloo Region, in order to ground our thinking and work. Tara provided a summary of the [document linked here](#).

Douglas Bartholomew-Saunders expressed gratitude for the level of detail. He indicated it would be helpful to see the data in graphs, particularly when looking at disproportionate impacts, to help inform future planning or programs and targeted resource distribution.

Margaret shared a link to [COVID-19 in Immigrants, Refugees and Other Newcomers in Ontario: Characteristics of Those Tested and Those Confirmed Positive](#)

5. CAP Implementation Highlights

SSG

Eliseo Martell informed Council that the Settle Steering Group (SSG) has been considering anti-racism and working to determine how exactly the process is going to continue with action and processes happening at several levels in parallel. SSG would like to see a cross-pillar approach to this work.

He referenced Tara's report of immigration numbers being down overall in the region due to the pandemic but noted that refugee arrivals have started again. SSG partners expect that new refugee claimant arrivals will stay down while the border closures continue. Settlement agencies continue to serve clients and are working on how and when to open to in person service.

Pari thanked Eliseo for his long engagement with the Immigration Partnership and support for immigrants and refugees, inviting his continued engagement in new capacities.

WSG

Ian McLean thank Nora Whittington for her support of the Work Steering Group (WSG) and updated that the WSG task group working on the immigrant talent hub concept is again meeting and moving ahead despite COVID as the need is still very much there and important. He noted the Business and Economic Support Team WR group continues its work with IP involvement because the future labour force matters incredibly. WSG strategies. Immigration will still be a significant source of labour force growth, and IP really needs to work on amplifying the value proposition and economic contributions of immigrants to Canada. He noted that economic recovery from COVID would take longer than people first expected and strong messaging around the role of immigration is needed. He noted the community needs to be ready to ensure immigrants and employers are connecting six, 8 and 12 months down the road.

Tracey recalled IPs Anti-Racism Commitment noting the connection to bias in hiring and the impact on economic recovery as relevant to our work. She suggested there is an opportunity for IP and WSG to leverage heightened organizational awareness and focus on reducing this re immigrants and other job seekers.

BSG

Brittney noted that the Belong Steering Group (BSG) continues to work at developing connections with ethno-cultural leaders and groups to check in on COVID-19 strategies and info sharing session for immigrants. She noted the common theme for BSG with Council and the other Steering Groups is anti-racism, and being proactive to support and respond to situations of hate crime, hate incidents, racism at the individual, organizational, and community level. BSG continues to elaborate plans for a public education and engagement campaign and has been consulting other groups in the region. BSG is also planning for fourth annual WR Global Migration Film Festival.

6. Items for Information/Discussion

6.1 Regional Council presentation update / next steps

Pari updated Council that she presented IP's Community Action Plan to Regional Council in August and brought forward four recommendations, all of which Regional Council unanimously approved:

“That the Regional Municipality of Waterloo take the following actions with respect to the Immigration Partnership, as outlined in report CSD-IP-20-02, dated August 11, 2020:

- a) Endorse the community-developed regional strategy “Building Community Through Immigration: Community Action Plan 2020-2025”;
- b) Undertake to be informed advocates and leaders in welcoming, including and engaging immigrants;
- c) Reaffirm the ongoing investment in the work of the Immigration Partnership, at a minimum of \$50,000 per year for the life of the initiative, and consider additional investments as needed; and,
- d) Commit to partner with groups like the Immigration Partnership in the development of an Anti-Racism strategy for Waterloo Region.”

She suggested that next steps would be to follow-up with similar presentations to all area municipalities to introduce the new CAP, perhaps request their investment in the work of IP and follow-up on last year's presentations by Karen Spencer, herself and Tara. There were no objections.

6.2 Waterloo Region Police Service and IP

Chief Bryan Larkin welcomed the opportunity to speak with IP Council about the work of WRPS, noting recent conversations between himself and police leadership and Pari and Tara. He noted this has been a year like no other and the attention to the Black Lives Matter movement with policing at the centre of that. He informed Council that two years ago WRPS launched its inclusion unit to address racism, discrimination, systemic barriers internally, which has grown from one to four members. In March, WRPS launched its first Equity, Diversity and Inclusion Plan, which looks at the history of policing in Canada. He noted that racism is endemic in policing in Canada, how they approach people and what is criminalized (i.e., addictions, etc.). He affirmed that this is a priority, and not just because of recent events. The Plan has five pillars:

- Total community engagement
- Diversity confident members (inclusive bias training)
- Diverse workforce (equity lens to HR)
- Leadership reflective of community; done well in gender equity but not yet in racialized communities)
- Racialized/vulnerable members feel safe and supported

The full [WRPS EDI plan is shared here](#). He noted it's has been met with some resistance and challenges, but he is intent on pushing ahead and having candid conversations to move forward in partnership.

Going forward, WRPS would like to work with IP on:

1. Data and strategic planning
2. Member training
3. Community engagement strategies

Jaskirat Gill added that WRPS wants diverse members of the community to feel safe with the police. They have an ambassador program for different diverse groups within the region and the WRPS Intelligence Unit follows up with hate crimes.

Ian, as a member of the Police Service Board, added that the police and board are very conscious about community problems and the need to be proactive. He noted the Chief is leading this work but the Board also has work to do. He noted that the Board does recognize the need for change for everyone to have the sense of belonging and the community will see with the new strategic plan and budget decisions that they are acting and putting money to action.

6.3 Anti-Racism Commitment and follow-up

Tara began by noting that IP is not starting from scratch on anti-racism work. Addressing racism and discrimination were included in the 2017-19 Community Action Plan, with partners wanting to talk about and take action against racism, particular from BSG. Actions mostly focused on raising public awareness and activating people in the community to think and act against racism. With the 2020-2025 Community Action Plan came a clearer commitment, with the introduction of the goal of a regional anti-racism strategy. With BLM and the request of the BSG, Council has made a formal Anti-Racism Commitment on behalf of IP.

Tracey took over focusing on the keyword "catalyzed" with respect to work until now, with IP members elevating issues around racism and discrimination. She noted everyone else also has a statement, so what is point of ours? We want to come forward strongly. She read from the statement, "Immigrants living in Waterloo Region have told us that racism and racial discrimination negatively impact their experiences and opportunities here." First hand experience is impactful and our work is rooted in what immigrants in the community are telling us.

She focused on the things we will do rather than just say. She highlighted that this is not new work but integrated within the CAP, and that we are committed to being dynamic and responsive. The tangible things we will do going forward include: At a high level, examine our own biases and review our own Governance Document, our own internal processes, with this lens layered over top. She noted that she and Pari will lead that undertaking, and are seeking volunteers from Council to join. Brittney indicated she would like to participate and Douglas expressed interest.

Based on discussion with Council's leadership team, the Evaluation Advisory Committee (EAC) will be leveraged to build out our evaluation strategy from an anti-racism perspective. She suggested we will minimally try to evaluate where we stand on an annual basis. We will gather out data and use the disaggregated and aggregate results to inform others and ourselves in the community. We will measure movement in the community and the impact of our anti-racism work on changes within IP partners and their abilities to take anti-racism action. We will also be looking at opportunities for training IP Council and Steering Group members on anti-racism and anti-bias.

Pari encouraged Council members to apply to become member of the EAC that will begin working soon.

Tara noted she would follow-up with individuals and reiterated two engagement opportunities for this work:

1. Governance/process review
2. Evaluation Advisory Committee

Ian asked Council members need to do anything right now. Tracey clarified not at this time but encouraged a member from all Steering Groups to join the EAC, so the Chairs may want to ask for volunteers. Tara indicated items for approval would be coming forward once the work of these groups moves ahead.

6.4 Data and evaluation framework

Deferred.

7. Meeting Adjourned at 1:43pm

Next Meeting: 18 Nov 2020, 12:00-1:30pm

Location: Zoom

Immigration Partnership Council Meeting Minutes

Date:	18 November 2020
Time:	12:30pm – 2:00pm
Location:	Zoom
Present:	Pari Karem (Chair), Tracey Hare Connell (Vice Chair), Karen Spencer (Past Chair), Laura Stoutenburg (SSG Chair), Ian McLean (WSG Chair), Brittney Emslie (BSG Chair), Margaret Walton-Roberts, James Bond, Lucia Harrison, Ernest Osei, Brian Kamm, Dianne Boston-Nyp, Sonja Erstic
Regrets:	Douglas Bartholomew-Saunders, Elaine Ranney, Bryan Larkin, Conal Vaughan
Guest:	Bruce Lauckner
Staff:	Tara Bedard, Pauline Peng, Nora Whittington, Dan Vandebelt, Abiha Syed, Alejandra Amez, Bedri Unal (placement student)

1. Welcome, Instructions, Regrets, Introductions

Meeting started at 12:35pm. Pari Karem welcomed everyone to the IP Council's fourth zoom meeting and introduced the new SSG chair Laura Stoutenburg. She welcomed Bruce Lauckner, new Region of Waterloo CAO, as a guest to the meeting. Tara Bedard introduced Bedri Unal, a student from Conestoga College's Social Service Worker program, on placement with IP until April 2021.

2. Review of the Meeting Agenda and Declaration of Conflict of Interest

Council reviewed the agenda. Agenda approved. No conflicts of interest were declared.

3. Items for Approval

Tracey Hare Connell invited Council to review the Consent Agenda and asked if the Submission to the Ontario 2020 Fall Pre-Budget Consultation should be included in the approval. Tara confirmed that it is part of the Addendum for information only.

The Consent Agenda includes the 16 September 2020 Council Meeting Minutes, the Sep-Nov 2020 CAP Progress Report and the ED's Report.

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

- Karen Spencer brought forward the motion.
- Lucia Harrison seconded the motion.
- No members opposed or abstained from vote. Motion carried.

4. Grounding our work: What we know about immigration, executive update

Tara provided a short overview of new immigration data. Due to COVID-19, the new permanent resident arrival numbers from Jan-Aug 2020 are down around 35% compared to the previous year (was -20% from Jan-Jun 2020). What happens this year will affect future years in terms of population growth, labour force growth, etc. In October, the federal government introduced its [Immigration Levels Plan 2021-2023](#). In response to low immigrant arrivals in 2020, the new immigration plan anticipates increased annual arrivals in an effort to make up for target shortfalls in 2020. Overall, around 1.2

million new permanent residents are expected to be admitted to Canada in that period. On top of that are temporary residents like international students, temporary foreign workers and refugee claimants.

In terms of how COVID-19 impacts immigrants, [new data released by Region of Waterloo Public Health](#) confirms that COVID-19 is disproportionately impacting some groups, including racialized communities, people with lower English proficiency, people with lower income, and larger families. The location of these communities align somewhat with immigrant arrivals. Data now confirms that immigrants are amongst the groups most impacted in Waterloo Region.

Tara also updated Council that together with Council members and the staff team, the following work is happening:

- Anti-Racism governance review group: Tracey, Pari, Brittney Emslie, Ernest Osei, Bedri and Tara have met several times and are going section by section to apply an anti-racism lens to IP's Governance Document. The group intend to bring recommended changes to the Governance Document to the full Council at the February 2021 meeting.
- Evaluation advisory group: Margaret Walton-Roberts from Council, Yasir Dildar and representatives from each Steering Group (SSG - Eliseo Martell, WSG - Julie Newman, BSG - Kelly Kipfer), are supported by Dan Vandebelt and Tara. The group met once and is planning for monthly meetings to bring IP's existing evaluation strategy into a new Data and Evaluation Strategy to align with the new CAP and anti-racism focus. IP's 2020 Partner Survey just closed, with 88 responses. Dan is working on analysis and findings will be shared when ready.
- Communications Strategy: Communications is at the heart of the new CAP. Therefore, Alejandra Amez has started to work on a new Communication Strategy in line with the CAP to bring forward for input.

Ernest questioned what is causing the declining immigration numbers. Tara responds that drop of overall decline is due to COVID-19.

Tracey shared that the governance review has been thoughtful and a great learning experience. She noted that the group has found IP governance to have a very strong foundation, but the document definitely needed work in terms of anti-racism and some general updates. She thanked the anti-racism governance group for their work, noting that the anti-racism training facilitated by Evelyn Amponsah before today's Council Meeting was very educational and useful.

Margaret informed Council she asked Immigration, Refugee and Citizenship Canada's evaluation branch to provide students to support IPs data access and analysis work, similar to what they have done via the Ottawa LIP. They have agreed and hopefully that will start soon.

5. CAP Implementation Highlights

Settle Steering Group (SSG)

Laura Stoutenburg, the new SSG Chair, noted that so much has changed due to COVID so the group is developing a work plan to implement the CAP in COVOD, inviting members to participate on an ad hoc committee. They are doing the work of blending anti-racism as a theme with their work on settlement, housing, language, etc. At the next meeting, SSG is looking to introducing the role of advisory chair with a view to ensuring diverse leadership of the group and bring lived experience to SSG planning and leadership. Laura, Stephanie (new Vice Chair) and Dan are all white, so they would like to have a rotating advisory chair position who is a person of colour or has more experience and insights on immigration and discrimination. They are also considering IP's role in addressing reconciliation with Canada's Indigenous community – they will be introducing a land acknowledgement and discussing what that means in their work.

Pari noted that the advisor chair role is a great opportunity to engage immigrants in leadership.

Belong Steering Group (BSG)

Brittney Emslie reported that Vanessa Lopak from the City of Cambridge is the new BSG Vice Chair. Currently, BSG is focused on the fourth annual WR Global Migration Film Festival. The Festival will be virtual this year with 14 screenings of Canadian made films from Nov 24 to Dec 18. IP is hosting five screenings, the first of which will be at the Nov 30 BSG meeting, and Council is invited. The showing on the last day, December 18, will be for IP partners and community at large. The film Air Show (themes on trauma and migration) will be screened in partnership with Waterloo Public Library. Filmmakers will participate at these screenings. They will do a small presentation and open for audience Q&A. Thanks to Abiha for all her work and to Alejandra for putting the webpage together.

BSG's Public Education Working Group put together a list of [anti-racism resources](#) in Waterloo Region. This is a tool for IP partners and the community and will be used in 2021 as BSG launches its next campaign on #RacialEquityWR. Chilean artist Pamela Rojas designed the graphic elements for the campaign. BSG is taking feedback on the webpage and campaign.

Work Steering Group (WSG)

Nora Whittington gave an update on WSG's work in place of Ian McLean. She reported that IP is collaborating with the KW Chamber on a series of six webinars focusing on immigrant employment, anti-racism directed to employers, diversity, inclusion, and the work that IP or service providers are doing. The webinars will take place in early 2021.

WSG is entering a new partnership with World Education Services (WES) on a program called Immigrants Work. Originally launched as a national social media campaign, numerous programs are now being delivered as an extension. WSG will start working with WES in the New Year to bring roundtables, employer resources and more to Waterloo Region.

WSGs hub task group lead by Julie Newman continued to meet. They have talked with Ian and the KW Chamber about engaging EcDev, Communitech, Ontario Chamber and other leaders about their involvement in helping launch a talent hub. Ian and Chamber members agree that when you start involving partners, it will have be more open – beyond just immigrants. The group thinks that is good as long as we retain a focus on immigrants.

WSG continues to connect with Immploy and Workforce Planning Board (WFPB) to market their new FindyourJob.ca job board – currently working on delivering three job fairs between fall 2020 and spring 2021. Nora noted that because of her engagement with the pandemic Business and Economic Supports Team (BEST WR) IP is now very connected with regional and city EcDev departments – COVID has been positive for relationship development.

6. Items for Information/Discussion

6.1 Anti-racism training reflection

Pari invited Council members to share their reflections on the anti-racism training provided this morning by Evelyn Amponsah. She opened by stating that the training was excellent and very clear, listing stages of awareness to which participants can relate. There are stages of the work we can do: Work: what is my role in making an inclusive environment for employees? Individual: how do I challenge my own biases and try to look at things differently? Systemic: how does it affect the world around us? She noted intention versus impact matters.

Dianne Boston-Nyp thought the micro-aggression piece was particularly fascinating, noting the need to think about how we speak to people in everyday interactions.

Lucia Harrison highlighted a comment Tara made during the training: You either benefit or are punished by racism – there is no neutral. We all need to think about this, and be explicit in being anti-racist.

Karen Spencer emphasized that at Family and Children's Services, they have an over-representation of Indigenous and Black children in care and have lots of work to do. From an IP perspective, she thought the presentation was on the right track for us and IPs role in educating really stuck out. What is our role in educating our community, dispelling myths, and more? She reflected on her experience as Chair in delegating to the Township Council's with Tara – a comment about newcomers not being able to afford living in the townships – this is a myth and a form of micro-aggression – it is our role to educate and open minds.

Tracey really liked the definitions part of the training and reflected that IP itself and all partners need to review their strategies/charters for explicit reference to anti-racism. She felt the work we are doing at IP is on the right path. She also noted that doing the training in partnership with groups like the Children and Youth Planning Table was the right thing to do and a way that IP can help build anti-racism capacity in the boarder community.

Pari noted that there were 135 participants at the training, it is a good turnout and we look forward to future trainings.

Brian Kamm added in the chat regarding what United Way WRC is doing to address systematic racism: "Platforming marginalized voices is something we are thinking about. This means investing in organizations by/for marginalized communities (BIPOC, immigrants/newcomers, LGBTQ+). It also means recruiting volunteers who review [applications](#) so that they are more reflective of the community. United Way is looking for volunteers to be part of their review team, in particular looking to up their representation from BIPOC, immigrant, newcomer, and persons with disabilities."

6.2 Bruce Lauckner, new Region of Waterloo CAO

Tracey welcomed Bruce and gave an overview of IP and strategic priorities through 2025. She asked him to share his vision and priorities for Waterloo Region, specifically where he sees opportunities for deepening alignments with regional directions. She noted he transferred from one complex system (healthcare) to another and asked what is biggest difference and similarity between the systems.

Bruce noted he knows IP and some of the partners from his previous work with the LHIN and Ontario Health. He noted the LHIN made significant progress in planning and operating from a patient based perspective and making major changes in the way population-based health care is delivered. He noted that when he arrived at the Region, it was very different from what he expected – not that reflective of the community, siloed among departments but with strong expertise. He is working across the organization to put knowledge together across departments and move forward based on strategy and values. The Region needs to serve all 600,000 residents – not just some. He will be working to connect budget allocations to strategic priorities, and introduce more funds for priority areas (like BIPOC, affordable housing). They will be looking at recruitment and promotion. Big changes are coming, and there is openness to change. The focus will be on community and moving forward together.

Pari thanked Bruce for joining IP Council and encouraged him to stay connected to our work and join future meetings.

Bruce invited IP Council to stay connected and share thoughts on what the Region needs to be doing – we need to put our expertise together.

6.3 2021 IP Council priority setting

Deferred.

7. Partner updates of relevance

Deferred.

8. Meeting Adjourned at 2:04pm

Pari thanked everyone for participating in the meeting, wished everyone happy holidays, and adjourned the meeting.

Next Meeting: Feb 2021

Location: Zoom