

## PARTNERSHIP-WIDE

Strategic Direction	Who's Leading	Progress Update
<p><b>I.</b></p> <p><b>Champion advocacy and engage with elected officials, policy and systems leaders</b></p>	<p>IP Council members, IP staff</p>	<ul style="list-style-type: none"> <li>• Participated in a roundtable with the Minister of Multiculturalism and Citizenship, noting affordable housing, access to primary health care, medical interpretation, employment and racism as the most pressing issues for newcomers in Waterloo Region.</li> <li>• Convened three IP Council Refugee Task Force meetings addressing housing, education, health and community welcome/integration for Afghan/other refugees and Ukrainians. Participated in Ontario Ukraine Coordination Table with federal/provincial governments. Engaged MPs, MPPs, Regional Chair and Mayors in advocacy on issues arising. Aligning grassroots response with organizational response for sustainable support for families.</li> <li>• Encouraged donations to the <a href="#">IP Fund for Immigrant and Refugee Initiatives</a>. Worked with IP Council leadership and Region of Waterloo (legal, finance, etc.) to launch grantmaking via the Fund to support Afghan/other refugees and Ukrainians arriving in the Region. <a href="#">Open call for applications opened in August with monthly intake</a>. Grants committee in place and oriented.</li> <li>• Participated as a member of the KW4 Ontario Health Team (OHT), bringing awareness to immigration growth and resulting growth of health care needs (focus on primary care, mental health and interpretation).</li> <li>• Collaborated across area OHTs on strategies to secure sufficient, sustainable investment in medical interpretation. Engaged municipal leaders in advocating for long-term provincial investment. Flagged medical interpretation funding as an imminent need in discussion with the Minister of Multiculturalism and Citizenship and MPP Mike Harris. Engaged area funders in discussions about short-term investments to meet immediate service needs. Developed a community-wide <a href="#">letter of support regarding interpretation funding needs</a> together with partners in Guelph-Wellington and Waterloo Region. Via KW Multicultural Centre fundraising efforts, increased funding for interpretation by \$88,000 on top of base \$150,000 from Ontario Health West.</li> <li>• Began collaboration with the Region of Waterloo on a \$1 million investment through its Equity Fund to support community based initiatives that enhance the economic wellbeing of immigrants in Waterloo Region in 2022. Terms of reference and administrative</li> </ul>

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<p><b>2.</b></p> <p><b>Build awareness of the Immigration Partnership and beneficial impact of immigration</b></p>	<p>IP Council members, partners, staff</p>	<p>processes developed. <a href="#">Open call for applications launched in August, closing Sept 23</a>. Grants committee in place and oriented.</p> <ul style="list-style-type: none"> <li>• Through Council/SG partner and staff engagement in pandemic tables and others, grew awareness of IP, immigration and the experiences of immigrants.</li> <li>• Engaged with area service clubs to grow awareness of the Immigration Partnership and immigration experiences in Waterloo Region (Sept KW Probus Club presentation).</li> <li>• Significant social media engagement via Twitter, LinkedIn and Facebook to promote the importance and contributions of immigrants to Canada. Approx. 5,363 (+296) followers and 113,189 impressions.</li> <li>• Fostered media coverage of immigration and IP:</li> </ul> <p><a href="#">2 funding opportunities announced for immigrant and refugee initiatives in Waterloo Region</a>, Cambridge Times, The Star, Waterloo Chronicle, August 12, 2022</p> <p><a href="#">How a Ukrainian couple uprooted by war is starting from scratch in Waterloo Region</a>, Waterloo Chronicle, The start, July 18, 2022</p> <p><a href="#">‘Racism and discrimination are very present here’: Immigration Partnership director talks about racism in Waterloo Region</a> Waterloo Chronicle, Cambridge Times, The Star, The Record, July 09, 2022</p> <p><a href="#">Join the #RacialEquityWR movement</a>, Around the Region newsletter, July 06, 2022</p> <p><a href="#">Fleeing war to new beginnings in Waterloo region: How these 2 refugees are resettling</a>, CBC News, June 20, 2022</p> <p><a href="#">YWCA Cambridge Women of Distinction Awards: Abiha Syed</a>, The Record, Waterloo Chronicle, The Start, Cambridge Times, June 20</p> <p><a href="#">WR Immigrants by the numbers: What survey reveals about Waterloo Region’s immigrant population</a>, Cambridge Times, Waterloo Chronicle, The Record, The Star June 17, 2022</p>
<p><b>3.</b></p> <p><b>Lead collaborative learning and community education</b></p>	<p>Partners, IP staff</p>	<ul style="list-style-type: none"> <li>• Informed policy and planning around the region by sharing Immigrant Survey findings and relevant data insights (for City of Waterloo analyzed household size and affordability/suitability data to make the case for different sized units in its housing strategy; for ROW economic development shared local immigration data)</li> <li>• Collaborating on a 2022 follow-up the 2018 WR Community Wellbeing survey with Wellbeing Waterloo Region and other partners/collaboratives. Shared Immigrant Survey strategies and experience.</li> <li>• Built immigration research and data capacity across Canada as co-chair the National Local Immigration Partnership (LIP) Research Working Group made up of LIPs across Canada. Hosted a lunch and learn workshop for nearly 60 LIP representatives on availability and analysis of community level new permanent resident arrivals monthly data: 100% of participants found this type of session useful and felt the data would be useful for their LIP. Before the session, 71% were not aware that the data was freely available and none had accessed the data regularly. Comments included:  “Thanks so much for doing this for us, Dan! Makes it so much easier.”</li> </ul>

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		<p>"I found the event very informative [...]I have used the Excel file that you created to extract data for Halton's four communities. I compiled this data into a separate document, and shared the trends and key highlights with my team. We are hoping to share these trends with Halton Newcomer Strategy members."</p> <ul style="list-style-type: none"> <li>• Supporting and part of the planning committee that is organizing the Pathways to Prosperity 2022 National Conference for Local Immigration Partnerships (LIPs) and Réseaux en immigration francophone (RIF) to take place in Ottawa on November 16, 2022. This conference for LIPs and RIF is held each year and is focused on the partnerships that support newcomers across the country.</li> <li>• With the IP Evaluation Advisory Committee, planned upcoming research activities (2022 partner survey).</li> <li>• Planned potential collaboration between Children and Youth Planning Table Youth Impact Survey and the IP Immigrant Survey in spring 2023.</li> <li>• Hosted discussions about extending the Waterloo Region Immigrant Survey to 10 other LIP communities and sharing our experience and insights regarding promotion and other methodology.</li> <li>• Helped build equitable research capacity with local partners (Region of Waterloo 2022 staff census, CYPT Youth Impact Survey snapshots re. race and youth born in Canada) by sharing experience with community surveys, research outreach, survey translation, etc.</li> <li>• Helped inform research on immigrant experiences in discussions with researchers and sharing opportunities to participate in research with local newcomers and agencies (Mental Health Commission of Canada on refugee mental health, Public Health re mental health promotion, KW4 OHT refugee health journey mapping, UWaterloo Planning PhD re transit justice &amp; immigrant women, WLU PhD re data sources for immigrant arrival data for employment integration research, UWaterloo Mechanical and Mechatronics Engineering Masters research re robotics supports for immigrant children for transition and language learning, WLU research re food security among newcomers)</li> <li>• Shared <a href="#">initial analysis of language data from 2021 census</a> with local partners and Weekly subscribers.</li> <li>• Regular updates to the Immigration portal, with 11,137 visits by 10,161 unique visitors. Thirteen Weekly Updates on Covid-19 and Immigration to 737 subscribers - shared relevant research reports to grow community knowledge.</li> </ul>
<p><b>4.</b> Break down silos within the Partnership and the community to promote immigrant success</p>	<p>SG partners, IP staff</p>	<ul style="list-style-type: none"> <li>• Ongoing engagement of a Council and Steering Group-wide approach to implementation of <a href="#">IPs Anti-Racism Commitment</a> and evaluation framework development.</li> <li>• Continued collaboration and alignment by regular staff engagement with Children and Youth Planning Table and Wellbeing Waterloo Region peers (focus on aligning anti-racism/equity in governance, data and evaluation, public education, and more).</li> <li>• Ongoing connection with Local Immigration Partnership peers in SW Ontario and nationally.</li> </ul>

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		<ul style="list-style-type: none"> <li>Convened bi-weekly settlement executive leadership meetings to facilitate collaboration and alignment.</li> </ul>

## SETTLE STEERING GROUP

Strategic Direction	Who's Leading	Progress Update
<p><b>1.</b></p> <p><b>Develop communication strategies and tools to simplify service systems and pathways for immigrants</b></p>	<p>ROW Citizen Service and Public Health, settlement partners, IP staff</p>	<ul style="list-style-type: none"> <li>Shared information about Afghan and Ukrainian settlement needs and activities among SSG immigrant-serving partners.</li> <li>Partners/staff continue to work with KW4 Ontario Health Team as they shift from a working group structure based on priority populations to one focused on 6 key projects. Newcomers (broader than refugees) and key neighbourhoods are a priority across several of the projects. The Refugee Health Working Group won't be part of the new OHT structure so discussions are taking place about the needs, opportunities and potential structures to have those conversations in the future.</li> <li>Co-leading ongoing discussions and advocacy about medical interpretation funding.</li> <li>Will participate on a panel discussion about refugee supports at the 2022 Waterloo Region Fresh Innovators Conference (deferred to Dec).</li> <li>Updated Overview of Language Learning Options in Waterloo Region with local language learning partners.</li> </ul>
<p><b>2.</b></p> <p><b>Drive collaboration and innovation within the settlement sector</b></p>	<p>YMCA, KWMC, Reception House, Carizon, MCRS, IP staff</p> <p>IP partners and staff</p>	<ul style="list-style-type: none"> <li>Continue to support sharing and networking between YMCA, KWMC and Reception House. Quarterly brown-bag lunches are jointly hosted by all 3 organizations for frontline staff.</li> <li>Supporting the Waterloo Region Migrant Workers Coalition (WRMWC) as a new subgroup of the SSG – to share information and collectively respond to gaps for migrant/temporary workers. The group is exploring opportunities for referrals to services for migrant workers, supporting migrant worker employers, accessing needed data, discussions about services for residents with precarious status, etc.</li> <li>Consulted with MCC and Refugee 613 about their ReSPO project and developing pilot hubs in select communities re refugee sponsorship supports.</li> </ul>
<p><b>3.</b></p> <p><b>Leverage service providers and planning tables as effective immigrant supports through strong relationships and collaboration</b></p>	<p>Settlement partners, IP staff</p>	<ul style="list-style-type: none"> <li>Partners and staff continue to support KW4 Ontario Health Team (OHT) groups, with refugees as an identified priority population.</li> <li>Continue to work with Region of Waterloo Housing staff in the development of the <u>portable housing benefit for equity-deserving populations</u> (Black, Indigenous, racialized). Launched Sept 2021, it since expanded to include East African households in partnership with the Somali Canadian Association of Waterloo Region and will soon be further expanded to support a total of 200 families.</li> <li>Working with Regional emergency shelter and housing providers to explore emerging critical needs of refugees increasingly accessing the emergency shelter system. This is impacted by IRCC's instruction to reception centres (Reception House) that flexibility extended during the</li> </ul>

		<p>pandemic is ending and temporary accommodation for GARS should not last longer than 21 days and a growth in refugee claimants coming to the region. There are also discussions about lack of supports for refugee claimants/families that arrive directly in Waterloo Region via the airport on the weekend.</p> <ul style="list-style-type: none"> <li>• Immigrant Housing Working Group partners met regularly to share, network and problem-solve. Maintained connection to housing and other community action tables to bring forward immigrant perspectives. The group and IP staff provided input into the City of Waterloo affordable housing strategy to ensure newcomer issues were represented. Met with the City of Kitchener and their Access Without Fear policy.</li> <li>• Shared insights with local partners regarding interpretation and language accessibility (Region of Waterloo Community Services, City of Waterloo)</li> <li>• Consulted with partners beyond Waterloo Region to promote interpretation and build interpretation supports more broadly (National Newcomer Navigation Network re interpretation advocacy; drafted and shared first draft of Interpretation Best Practices Organizational Checklist with KW4 OHT partners, reps from Ontario Council on Community Interpreting, and WeSpeak in SW Ontario). Are exploring participating in the planning of a virtual event (Jan 2023) to promote language access/interpretation to policy decision-makers and service delivery organizations.</li> </ul>
<p><b>4.</b></p> <p><b>Engage networks of private stakeholders in supporting immigrants</b></p>	<p>Settlement and other partners, IP staff</p>	<ul style="list-style-type: none"> <li>• Engaged with and provided information to the Waterloo Region Grassroots Response to the Ukrainian Crisis (<a href="https://www.wrgrassrootsresponse.ca">https://www.wrgrassrootsresponse.ca</a>) – a local group of about 250 volunteers. Continuing to connect them to existing community systems and partners. Housing is a key challenge – particularly finding more permanent housing for Ukrainian families currently in temporary housing.</li> <li>• Receiving nominations for the 2022 Newcomer Landlord Award until September 16 (<a href="http://www.immigrationwaterlooregion.ca/LandlordAward">www.immigrationwaterlooregion.ca/LandlordAward</a>) – recognizing landlords that have gone the extra mile.</li> </ul>

## WORK STEERING GROUP

Strategic Direction	Who's Leading	Progress Update
<p><b>1.</b></p>	<p>WSG members/IP staff</p>	<p>Ongoing placement of strategic ads in Chamber newsletters and directories, social media and virtual events for awareness building and message sharing, including:</p>

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<p>Develop campaigns and tools to amplify the value proposition and economic contribution of immigrants to employers</p>		<ul style="list-style-type: none"> <li>• Promoted via Greater KW and Cambridge Chamber of Commerce events and publications.</li> <li>• Awareness raising via the Greater KW Chamber and Cambridge Chamber events via sponsorship and support.</li> <li>• Raising awareness through social media related to hiring immigrant talent and associated topics. Promoting partnerships with other organizational initiatives.</li> <li>• Participating, together with community partners, in the upcoming Cambridge Chamber and Greater KW Chamber of Commerce Business After 5 events with booths and banners.</li> </ul>
<p><b>2.</b></p> <p>Foster cohesive service to employers and immigrant job-seekers across sectors and the talent spectrum</p>	<p>WSG members/ IP staff</p>	<ul style="list-style-type: none"> <li>• Worked closely with employment service partners and employers to build the bridge for immigrants to access meaningful employment. Manage referrals that come through the immigration portal by connecting with partners to access talent for various postings. Keeping track of those interested for further connection.</li> <li>• Continued to work closely with the Workforce Planning Board to market their FindyourJob.ca job board and to discuss the future inclusion of more immigrant hiring, networking and resource tools.</li> <li>• The Talent Hub Task Group continues to look at the most feasible and effective way to launch an immigrant talent hub. While discussions have taken place with the Winnipeg Chamber about the design and system of their Hub, the task group are interested in utilizing FindYourJob.ca to launch a hub but with a separate brand to attract employers. Currently sourcing someone to do a proposal for funding. Workforce Planning Board to give further feedback to the group. The funding is the key to moving forward.</li> </ul>
<p><b>3.</b></p> <p>Engage networks of employers to hire and retain immigrants</p>	<p>WSG members/IP staff</p>	<ul style="list-style-type: none"> <li>• WSG's role is to bring awareness to employers that immigrants are invaluable to their organization, that they are here and ready to work; also to look at processes and systems that will allow employers to easily access this talent and make connections. Engaging employer partners continues to grow as finding talent becomes more challenging for many sectors. We continue to refer employers to our partners and to share other resources that may be invaluable.</li> <li>• There is clearly a need for a Talent Hub where immigrants and refugees can go to access jobs and employers can engage them. FindYourJob.ca reports an increase in job postings across the region, increased re-entry into the job market and more professional immigrants being employed.</li> <li>• Continued partnership with the Greater KW Chamber on weekly Business Success podcasts. September, November, January, March, May and June IP will have one designated podcast. Currently finalizing September session.</li> <li>• We will continue to work the Greater KW Chamber on immigrant related events as we move throughout this year and beyond.</li> <li>• IP staff continue to sit on DEI committee of the Chamber – sharing ideas, access resources etc...for the various projects the group on working on including a more recent session on Islamaphobia.</li> <li>• We continue to partner with Workforce Planning Board on First Jobs and A Day in the Life project to get word out to youth and newcomers about various sectors that do not require extensive education. Videos are</li> </ul>

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<p><b>4.</b></p> <p><b>Collaborate with leaders and organizations (public, private and not-for-profit) to foster immigrant attraction, employment and entrepreneurship</b></p>	<p>IP staff</p>	<p>being created and various partners work together via a committee to make recommendations and to review the process of the project.</p> <ul style="list-style-type: none"> <li>• Continue to work closely with regional economic development reps via Best WR and WSG. Continue to address various sectors and what they are facing. The group are moving away from support re: COVID to basic support of workforce gaps that exist and what programs or education can take place to support employers. The talent challenges require this group to continue working together. This group are meeting once a month and it is proving to be invaluable for sharing and partnerships.</li> <li>• Continue to have stronger relationships with members at ROW Ec Dev with more outreach to IP for input and they will be hiring a Talent Consultant on their team who we will be able to work closely with.</li> <li>• Continue relationships with other Immigration Partnerships with leadership by Immploy (London) as we plan collaborative engagement of employers across Southwestern Ontario to build capacity to hire immigrants. There is a webinar in September and we are working with them on an Onboarding and Integration in-person event in Kitchener in October.</li> <li>• Continued to work with the Small Business Centre, promote their workshops and make connections with immigrant service providers to improve supports for immigrant entrepreneurs. Gave input into a new project that just received approval and will launch soon.</li> <li>• Continued to work with the Job Developer Group and CELC (Community Employment and Literacy Council) and sometimes the Brown Bag Lunch group to help their work supporting immigrant job seekers.</li> <li>• Partnership with Worldwide Education Services (WES) on a program called #Immigrant Work, which included launching the employer playbook for Waterloo Region on September 1. In person launch in planned October. There is interest from other communities about the playbook hence the three communities: Waterloo, Durham and Moncton will be presenting the playbook at upcoming conferences in Ottawa. This Employer Playbook will be an ideal resource for employers to have a one-stop location to get answers to their questions and to access resources needed to support their efforts for recruitment, hiring and retention. WES will maintain and update this digital Playbook.</li> <li>• Continue to attend educational meetings and to participate in sessions that keep IP connected to the business community within Waterloo region and beyond. The changes that are facing employers are drastic re: staff shortage, resignations, mandates and whatever IP can do to help bridge gaps is very important.</li> </ul>

**BELONG STEERING GROUP**

Strategic Direction	Who's Leading	Progress Update
<p><b>I.</b></p> <p><b>Build connections, capacity, and civic engagement among ethno-cultural groups and the community at large to increase immigrant influence in policymaking and social connectedness</b></p>  <p>World Refugee Day walk with CCORIC Victoria Park, June 2022</p>	<p>BSG partners, IP staff, and Social Inclusion Working Group (SIWG)</p>	<ul style="list-style-type: none"> <li>• Continued participation in discussions that affect the lives of immigrants and refugees with community partners, ethnocultural groups, and members. <ul style="list-style-type: none"> <li>➢ Focus on Immigrants Teens - Focus For Ethnic Women</li> <li>➢ Mental Health Promotion Strategy development – Public Health</li> <li>➢ Bridges to Belonging</li> <li>➢ Multigenerational immigrant families’ caregiving supports / Culturally Mental Support - CMHA Waterloo Wellington</li> <li>➢ Wellbeing Waterloo Region</li> <li>➢ Immigrant youth - Volunteer Waterloo Region</li> <li>➢ Mill Courtland expansion</li> </ul> </li> <li>• Participated in the World Refugee Day Walk In Waterloo Region with Community Coalition On Refugee And Immigrant Concerns (CCORIC).</li> <li>• Organizing Waterloo Region's very first Welcoming Week celebration in collaboration with Immigration, Refugees and Citizenship Canada (IRCC), from September 9 to 18. Welcoming Week is an annual campaign to recognize the people, places, and values that ensure everyone feels welcome and belongs in their community. It showcases the important work of many immigrant settlement organizations, community organizations, and ethno-cultural groups in welcoming immigrants through their initiatives and events. This year’s Welcoming Week marks the 10th anniversary of what is now a global event and Canada’s third year participating nationally. For details of all the events and initiatives in our region click here - <a href="#">Welcome Week 2022</a></li> <li>• The Social Inclusion WG planned the Multicultural Connections Workshop with Clarence Cachagee, founder of Crow Sheild Lodge to discuss Territorial acknowledgment and meaningful reconciliation between Immigrants, non-Indigenous people, and Indigenous Nation by providing a safe space. What a territorial acknowledgment is and why it is important. It is a virtual event that will take place during the Welcome Week - <a href="#">Territorial-Acknowledgement</a>.</li> <li>• In conversation and collaborating with Wellbeing Waterloo Region for their three upcoming programs/events: Circle Facilitation, Guide Book for Newcomers to Canada, and Mental Health First Aid. Have connected them to a few community partners who might be interested in participating in the Circle Facilitation.</li> </ul>

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<p><b>2.</b></p> <p><b>Work with municipalities and other public sector partners as leaders and advocates to strengthen immigrant welcoming, inclusion, and engagement</b></p>	<p>City of Waterloo, City of Kitchener, City of Cambridge, IP staff</p>	<ul style="list-style-type: none"> <li>Continued support/participation, sharing resources, networking, support between partners on language and interpretation issues, connections for guest speakers to specific newcomer/racialized/language groups regarding belonging, and community building that affect the lives of immigrants and refugees with community partners, ethnocultural groups, and members.</li> <li>In conversation with the City of Cambridge in regards to the Newcomers Day planning and a bus tour to the Crow Sheild Lodge.</li> <li>Ongoing updating of ethno-cultural groups list and efforts to make connections and build relationships. Ongoing meetings to build rapport and relationships with ethno-cultural leaders/members.</li> </ul>
<p><b>3.</b></p> <p><b>Increase public support for immigration, and action to address racism, and discrimination and foster immigrant belonging through campaigns and initiatives</b></p>  <p>#RacialEquityWR Booth at Multicultural Festival Event at Victoria Park, June 2022</p>	<p>IP Staff and Public Education Working Group (PEWG)</p>	<ul style="list-style-type: none"> <li>Continued to support, collaborate and build capacity to address hate crime, hate incidents, and racism at the individual, organizational, and community level convening targeted discussions and participating in related workshops and training.</li> <li>#RacialEquityWR lawn sign campaign was re-launched in late June. 650 lawn signs were printed and distributed in the local libraries for distribution. It is an evolving campaign to end racism/discrimination, show solidarity and take action against hate in Waterloo Region. It engages residents, local businesses, and community partners in creating a welcoming and anti-racist community. Similar to last year, IP has partnered with the Kitchener Public Library, Waterloo Public Library, Idea Exchange Library, and Regional Libraries (Ayr, New Hamburg, Elmira, Wellesley) and their branches as the #RacialEquityWR lawn signs pick-up sites. As of last week there were under 50 lawn signs total remaining. This campaign will end on the last day of Welcome Week (Sept 18th).</li> <li>The PEWG continues to develop anti-racism strategies, resources, and campaigns like #RacialEquityWR.</li> <li>The #RacialEquityWR page is updated regularly and checked for broken links.</li> <li>To continue BSG's journey Towards Truth and Reconciliation and reflections/ intents to consider how each of us is positioned in the context of Indigenous people, immigrants, refugees, and the land we live on for amicable co-existence, the Belong Steering Group is meeting (Sept 26th) In-Person at Anisnabeg Outreach Centre.</li> </ul>

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<p><b>4.</b></p> <p><b>Collaborate with systems and community tables and leaders</b></p>	<p>Municipal partners, IP staff</p>	<ul style="list-style-type: none"> <li>• Participated in a Region of Waterloo event on its Upstream Fund for the Elmira community. A community conversation to guide the Region on the decision-making and distribution of the Upstream Funds, which should support community-driven action that aligns with the Community Safety and Wellbeing Plan. This fund will support a variety of actions including Truth and Reconciliation, Equity, Diversity and Inclusion and improving the Social Determinants of health for all.</li> <li>• Continued participation with the pandemic Psychosocial and Spiritual Working Group, Cambridge Mobilization Team and Wellbeing Waterloo Region to bring immigrant focus.</li> <li>• Participation in the Region of Waterloo's internal Equity, Diversity, Inclusion and Human rights (EDI) Working Group. Currently planning for National Day for Truth and Reconciliation which is on September 30th.</li> </ul>

## Welcome New Partners!

**IP Council:** Peter Sweeney (Region of Waterloo)

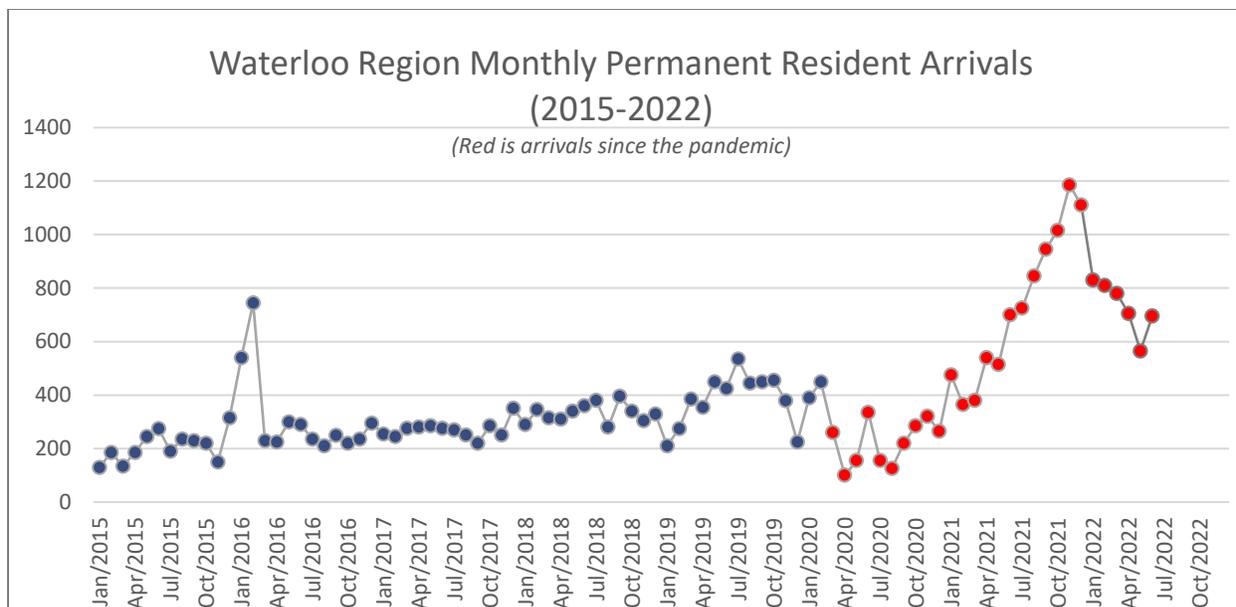
**SSG:** Mayada Abou Warda (Sancutary/KDCHC), Natalie Hughes & Lesline Fehr (Conestoga College), Duaa Al-aghar (Muslim Social Services)

**BSG:** Fidelia Ukueje (CYPT)

## Context and cross-referrals

### Immigration Data and Trends

- The [2022-2024 Immigration Levels Plan](#) was announced in Feb. It targets 431,645, 447,055 and 451,000 new permanent residents annually in that period, up from just over 405,000 in 2021.
  - Includes up to 40,000 Afghan refugees ([18,075 arrived, including 510 in WR](#)).
  - Does not include temporary residents (claimants, int'l students, work permit holders).
  - Does not include people fleeing war in Ukraine – unlimited number to be welcomed to Canada. So far, over [530,000 people have applied and nearly 230,000 have been approved](#).
- Monthly arrivals of new permanent residents in Waterloo Region (695 in Jun 2022) are down from their January 2022 peak (830) but are still near the monthly average for 2021 (733 individuals) and higher than previous years. Jan-Jun 2022 arrivals totalled 4,400 individuals compared to 2,975 in the same period in 2021. ([IRCC data, 2022](#))



#### Contributors to success

- Partner commitment and engagement. Solid foundation of partnership and collaboration.
- Partners have been keen to know what others are doing and collaborate when possible.

#### Challenges and how we are responding

- Housing, primary health care and mental health are major challenges at this time.
- Organizations impacted by staff shortages and growing demand for services.
- Funding for interpretation in health settings is about half of what is needed. Advocacy for increased, sustainable funding continue.

#### How Council or other Steering Groups can support

- Review and improve organizational policies on interpretation provision and anti-racism.
- Refer employers seeking talent to WSG/Nora.

#### Other community initiatives and how to they relate

- The Region of Waterloo is developing new strategies for economic development and talent.

## ED Report to the Immigration Partnership Council

15 Sept 2022

This report is provided to the Immigration Partnership Council (IP Council) as an update on the strategic and operational aspects of overseeing the Immigration Partnership.

### Previous Council Meeting Action Item Updates

- Council endorsed including the IP logo on interpretation funding letter: Done.
- Staff circulate the interpretation funding letter for IP Council endorsement with the meeting minutes: Done.
- Staff provide IP Council with briefing notes on interpretation and housing concerns to support MP/MPP engagement: Done.
- IP Council members consider participating on the IP Fund Task Force: Done and thank you!
- IP Council to consider where deeper engagement is needed to move immigration issues in the community: Ongoing.

### Support to IP Council

- Organized the 16 June 2022 Immigration Partnership Council meeting.
- Communicated with the Chair and Vice-Chair to plan agendas and actions.
- Convened three IP Council Refugee Task Force meetings. With the Co-Chair, briefed the Regional Chair and Mayors on issues arising and their support. Met area MPs and MPPs to raise issues arising from Afghan resettlement and Ukraine response. Ongoing collaboration with the Waterloo Region Community Foundation to leverage the IP Fund for Immigrant and Refugee initiatives to received donations to support resettlement.
- Ongoing engagement with Ontario Health West, area municipalities and funders on behalf of IP Council on medical interpretation funding.

### Strategic Relationship Development, Advising Policy and Systems

- MPs/MPPs: Various meetings to discuss issues arising via Refugee Task Force. Participated in a roundtable with the Minister of Multiculturalism and Citizenship.
- Municipal Engagement:
  - Region of Waterloo: Pandemic Community Supports Control Group and Family/Children's Working Group; Community Services Coordinating Committee; Senior Management Team member.
  - Worked with Region of Waterloo to launch Immigrant Economic Wellbeing Fund.
- Research partnerships: Co-chair of multi-city study on migrant resilience led by Dr Jenna Hennebry/IMRC (Waterloo Region, Montreal, Ottawa, Sherbrook, Toronto, Windsor); co-editor of forthcoming book on migration and resilience with Drs Valerie Preston (York University) and John Shields (Toronto Metropolitan University).
- Community Partnerships:
  - KW4 Ontario Health Team: Member.
  - Wellbeing Waterloo Region, Systems Change Champion Table Co-convenor.
  - International Migration Research Centre, Board Member.
  - Conestoga College, Program Advisory Committee Social Service Worker Program, Community and Social Service Management Program.
  - Regular check-ins with leads from Children and Youth Planning Table and Wellbeing Waterloo Region.

- Local Immigration Partnerships: Regular communication with LIP leaders across Southwestern Ontario and Canada to share information and practices.

### **Immigration Partnership Communications**

- Developed IP communications strategies.
- Ongoing updates and promotion of the Immigration Waterloo Region website. Monitored analytics.
- Developed the Immigration Partnership profile and following on Twitter, Facebook and LinkedIn.

Analytics update for June 9 – Sept 08 2022:

- Immigration Waterloo Region website: 11,137 visits by 10,161 unique visitors. Most common pages: Homepage (15.07%), English language Program (9.62%), Racial Equity Webpage (7.1%), In Solidarity with Ukraine (6.62%), Immigration Partnership (4.72%), Funding webpage (4.46%)
- IPs Twitter following grew by 58 to 2,665 with 173 tweets, 236 retweets, 522 likes, 45,060 profile visits and 78,600 impressions
- IPs Facebook following grew by 41 to 1,364 followers, with 1,044 likes and 17,826 engagements.
- IPs LinkedIn following grew by 170 to 1,314 followers, with 61 posts, 161 unique visitors, 513 likes and 16,763 impressions.
- For the Immigration Weekly: 13 Weeklies sent, 627 sent (737 subscribers), 33% open rate and 2,154 opens (92% desktop, 8% Mobile).

### **Administration and Staffing**

- Supported staff in their work with Steering Groups; participated in IP meetings and events.
- Convened regular IP team and 1:1 meetings to discuss CAP implementation, progress reporting, trouble shooting, planning and cross-pollination of work. Focus on connectedness and wellbeing.
- Supported continued work from home in alignment with COVID conditions and Regional policies.
- Explored office needs, a new location and shared space with similar initiatives in region spaces.
- Facilitated professional development opportunities for staff.
- Facilitated student placements and oversaw student learning and engagement. Welcomed Conestoga student Arwa Mawad to the team from Sept – Apr.

### **Finance/Funding/Reporting**

- Communicated with IP funders and monitored IP budgets and cash flows.
- Secured quarterly investment for Oct-Dec 2022 from United Way Waterloo Region Communities and reported on impact of United Way funding for Jul 2021-Mar 2022.

## Immigration Partnership (IP) Council Refugee Task Force Meeting : Minutes

**1:00 P.M. – 2:30 P.M.**

Monday, 20 June 2022

**Hosted by Region of Waterloo on Teams**

		<b>Present</b>
<b>Chair:</b> Lucia Harrison	KW Multicultural Centre and IP Council member	Y
<b>Co-Chair:</b> Arran Rowles	Region of Waterloo, Acting Commissioner Community Services	Y
<b>Executive Lead:</b> Tara Bedard	Immigration Partnership, Executive Director	Y
<b>Member</b>	<b>Organization</b>	<b>Present</b>
Babur Mawladin	Reception House, CEO	N
Lynne Griffiths Fulton	Reception House, Director of Programs	Y
Pari Karem	YMCA Immigrant Services, General Manager	N
Jane Hennig	Volunteer Action Centre, Executive Director	Y
Shelley Campagnola	Compass Refugee Centre, Executive Director	Y
Peter Sweeney	Region of Waterloo, Commissioner, Community Services	Y
Janet Boyd	Region of Waterloo, Senior Admin Assistant	Y
Ryan Pettipiere	Region of Waterloo, Housing Services Director	Y
Diane Schofield	Region of Waterloo, Manager, Emergency Management	Y
Ryan Maeck	Region of Waterloo, Emergency Management Advisor	Y
Fanis Juma	Region of Waterloo, Health Equity Advisor, Public Health	N
David Aoki	Region of Waterloo, Director Infectious Disease/Chief Nursing Officer, Public Health	Y
Rhonda Wideman	Region of Waterloo, Director, Strategy, Performance & Organizational Standards, Public Health	Y
Hsiu-Li Wang	Region of Waterloo, Chief Medical Officer of Health, Public Health	N
Stephanie Schreuders	Mennonite Central Committee, Migration and Resettlement Associate	N
Brittney Emslie	K-W Multicultural Centre, Operations Manager	N
Jennifer Fillingham	KW4 Ontario Health Team, Refugee Health Working Group Chair	N

Lynda MacKinnon	Cambridge North Dumfries Ontario Health Team, Interim CEO	Y
Dr Sharon Bal	Primary Care Physician	N
Wajma Attayi	KW4 OHT, The Centre for Family Medicine, Director, Strategic and Community Initiatives	N
Della Lataille-Herdsman	Waterloo Region District School Board, Superintendent	N
Matthew Gerard	Waterloo Region District School Board, Coordinating Superintendent	N
Shannon Thompson	Waterloo Region District School Board, Manager of Review Services	N
Andi Thiessen-Regehr	Waterloo Region District School Board, Business Services Manager	Y
James Bond	Waterloo Region District School Board, System Administrator	N
John Shewchuk	Waterloo Catholic District School Board, Managing Director	N
John Klein	Waterloo Catholic District School Board, Superintendent	N
Carrie Mage	Waterloo Catholic District School Board, Student Achievement Consultant for Multi-Lingual Students	Y
Jennifer Passy	Waterloo Catholic District School Board, Manager Planning	Y

## 1. Welcome and Introductions

Lucia Harrison welcomed everyone and opened the meeting. She introduced Peter Sweeney, the Region's new Community Services Commissioner.

The group introduced themselves in roundtable style.

## 2. Federal and Provincial Updates

Tara Bedard provided the following update:

- 15 715 Afghan refugees have landed in Canada to date.
- 435 Afghans in Waterloo Region as of June 15<sup>th</sup>.
- 296 000 Ukrainians have applied through the emergency measures to come to Canada. Over 43 000 Ukrainians have already arrived in Canada.
- As of two weeks ago there were around 7 000 OHIP cards issued to Ukrainians in Ontario and around 1400 new applications being processed per week.
- 2-week hotel options in Toronto for new arrivals will open at the end of June.
- New commercial flights added daily from Poland. Landings are expected increase rapidly.
- Government encouraging Ukrainians to move from gateway cities.
- Housing is still the biggest problem.
- Federal government has no intention of providing affordable housing subsidies.
- Federal income assistance program is now operational.
- Immigration Partnership fund will launch application process shortly.

- There is currently just over \$100 000 in the fund.
- These funds will be distributed in the same way as with the Syrian refugees, until the funds are depleted.

Lucia added:

- There are currently around 17 flights a day arriving in Toronto with Ukrainians.
- With around 300 people per flight, that makes it over 5 000 people per day.

### 3. Regional Resettlement Updates

#### a) *GARs numbers, locations, issues arising*

Lynne provided the following update:

- Steady flow of people coming into temporary accommodation.
- Currently 99 people in 4 different sites.
- 67 people from Afghanistan.
- 238 people arrived this year to date.
- Permanent Housing within 21 days per federal government policy is not feasible.
- People coming from various ports of entry into Region.
- Previously only from Toronto.
- Arriving with very little notice.

#### b) *Privately sponsored refugee updates*

No new updates since previous meeting.

#### c) *Refugee claimants updates*

Shelley provided the following update:

- 50- 60 per month coming in.
- About 60% coming in from border. Balance are in-land claims.
- Depending on where people are coming in makes a difference to how they are treated and what information they are given.
- Eligibility hearings being slated for April 2023, and then rebooked sometime later.
- Can access language assessment, school registration and Ontario Works before eligibility hearings, but can't get a work permit. This is a significant problem given length of time until eligibility hearings.
- Doing advocacy around getting eligibility hearings much sooner.

#### d) *Ukrainian updates*

Lucia provided the following update:

- Ukrainians numbers rising in this community.
- At least 150 arrived. 70 families abroad filled in applications from Waterloo Region Grassroots.
- Some movement around temporary accommodations. Looking at a guest house in St. Jacobs.

- Initial belief of government was that Ukrainians would come here for safety and then go back.
- Newcomers are now talking about staying permanently.
- This creates added pressure on Housing, especially as short term host housing arrangements come to an end.
- Portable subsidies are very important.

#### 4. Working Group Updates, Actions and Cross-Referrals

##### a) *Volunteering and Donations*

Jane provided the following update:

- First draft has been created on one-pager for community supports.
- Need for counselling and training to deal with traumatic situations.
- Information has been given to Ukrainian churches.
- Addressing access for Ukrainian community members to counselling and other supports.
- Pushing out information on the Immigration Partnership fund at the KW Community Foundation for those who would like to donate cash.
- Sending out information that if there are community members supporting Ukrainians, they should be registered with the KW Multicultural Centre or YMCA Immigration Services.
- Key messages going out on a lot of sites and social media.

##### b) *Housing*

Ryan provided the following update:

- Housing a massive issue across the Region.
  - Housing is a legitimate crisis.
  - Seeing more unsheltered encampments than ever before.
  - May be time to recommend Regional Council advocating to provincial and federal government.
- 
- Shelley questioned the government continuing to bring people into the country without the necessary supports.
  - Tara explained that there are political complications with the Ukrainians because the government is using a different process to the traditional refugee program. Others in the country don't have the same status and so hesitant to give supports to one group and not another. Decision was made very quickly and the government is now dealing with the challenges that have been created.
  - The Ontario Ukraine roundtable includes representatives from the provincial and federal government. Federal representation is only from IRCC. Housing Ministry have never attended when housing is the biggest challenge.
  - Decisions being made federally need to be thought through how they work for communities on the ground.
  - Lucia questioned the work on container housing done by Ron Doyle.

- The Region has just completed a pilot project on Bechtel st. in Cambridge.
- Can be constructed very quickly off-site so can be done through the winter.
- Not necessarily more cost effective than traditional wood frame construction.
- There are energy benefits and a quicker process.
- Modular housing being examined by YW on Blockline.
  
- Tara spoke with Mina Fayez-Baghat in Toronto earlier this year.
- Toronto received funding in the past because of the additional pressures on the shelter system from the large numbers of newcomers arriving in Toronto.
- There may be additional funding which is released, but it traditionally goes to Toronto.
- The funding needs to be more widely dispersed.

**c) *Health and Mental Health***

Lynne provided the following update:

- Pilot project to move people to physicians from Sanctuary and Centre for Family Medicine is ongoing.
- Refugee Health Clinic at the Centre for Family Medicine has closed its doors to new arrivals.
- People are being triaged and sent to emergency.
- Have had to refuse accommodation for some families due to complex health needs.
- Issue has been raised with IRCC.

**d) *Education***

Andi provided the following update for WRDSB:

- 50 Ukrainian registrations so far.
- 21 Afghans registered this year.
- Registration team is working during the summer.

Carrie provided the following update for WCDSB:

- 27 Ukrainian students welcomed to Catholic board.
  
- Tara questioned how long the process is from first connection to students being in class? Are we able to process registrations move smoothly and quickly now?
- Carrie explained it varies, can be a single day or as long as a week, but usually a couple of days.
- Andi explained that secondary takes longer. Is usually done within around 2 days, although it can take up to 2 weeks.
- This is much faster than at the outset of the Task Force.

**e) *Community Welcome and Integration***

Brittney sent regrets.

- Tara reported that the group is working on a model which would be a welcoming and information series in partnership with public libraries to rotate around the region.

- Hoping to hold this fair quarterly, starting in September. For Ukrainians, Afghan and other newcomers.

## **5. Next Meeting**

Monday, July 4<sup>th</sup>, 1:00 – 2:30pm

## **6. Adjournment**

Meeting adjourned at 1:57pm

## Immigration Partnership (IP) Council Refugee Task Force Meeting : Minutes

**1:00 P.M. – 2:30 P.M.**

Monday, 18 July 2022

**Hosted by Region of Waterloo on Teams**

		<b>Present</b>
<b>Chair:</b> Lucia Harrison	KW Multicultural Centre and IP Council member	Y
<b>Co-Chair:</b> Arran Rowles	Region of Waterloo, Director Strategic and Quality Initiatives	Y
<b>Executive Lead:</b> Tara Bedard	Immigration Partnership, Executive Director	Y
<b>Member</b>	<b>Organization</b>	<b>Present</b>
Babur Mawladin	Reception House, CEO	N
Lynne Griffiths Fulton	Reception House, Director of Programs	Y
Katherine Peterson	YMCA Director, Operations	Y
Jane Hennig	Volunteer Action Centre, Executive Director	Y
Shelley Campagnola	Compass Refugee Centre, Executive Director	Y
Peter Sweeney	Region of Waterloo, Commissioner, Community Services	Y
Janet Boyd	Region of Waterloo, Senior Admin Assistant	Y
Ryan Pettipiere	Region of Waterloo, Housing Services Director	N
Diane Schofield	Region of Waterloo, Manager, Emergency Management	N
Ryan Maeck	Region of Waterloo, Emergency Management Advisor	Y
Fanis Juma	Region of Waterloo, Health Equity Advisor, Public Health	N
David Aoki	Region of Waterloo, Director Infectious Disease/Chief Nursing Officer, Public Health	Y
Rhonda Wideman	Region of Waterloo, Director, Strategy, Performance & Organizational Standards, Public Health	N
Hsiu-Li Wang	Region of Waterloo, Chief Medical Officer of Health, Public Health	N
Stephanie Schreuders	Mennonite Central Committee, Migration and Resettlement Associate	Y
Brittney Emslie	K-W Multicultural Centre, Operations Manager	N
Lynda MacKinnon	Cambridge North Dumfries Ontario Health Team, Langs	N

Dr Sharon Bal	Primary Care Physician	N
Wajma Attayi	KW4 OHT Refugee Health Working Group Co-Chair, The Centre for Family Medicine, Director, Strategic and Community Initiatives	Y
Della Lataille-Herdsman	Waterloo Region District School Board, Superintendent	N
Matthew Gerard	Waterloo Region District School Board, Coordinating Superintendent	N
Shannon Thompson	Waterloo Region District School Board, Manager of Review Services	Y
Andi Thiessen-Regehr	Waterloo Region District School Board, Business Services Manager	N
James Bond	Waterloo Region District School Board, System Administrator	N
John Shewchuk	Waterloo Catholic District School Board, Managing Director	N
John Klein	Waterloo Catholic District School Board, Superintendent	N
Carrie Mage	Waterloo Catholic District School Board, Student Achievement Consultant for Multi-Lingual Students	N
Jennifer Passy	Waterloo Catholic District School Board, Manager Planning	N

### 1. Welcome and Introductions

- Arran Rowles welcomed everyone and opened the meeting.
- Arran invited Katherine Peterson to introduce herself to the team.
- The group introduced themselves in roundtable style.

### 2. Federal and Provincial Updates

Tara Bedard provided the following update:

- Federal government indicates that 16 645 Afghans have arrived in Canada.
- Waterloo Region has had 470 Afghans arrive.
- 362 000 Ukrainian applications have been received.
- 150 000 of these applications have been approved.
- 59 000 Ukrainians have arrived in Canada thus far, 50% in Ontario.
- There are 45 hotel rooms available in Toronto for Ukrainians to use for two weeks.
- Polling has been done with Ukrainians not yet in Canada.
- Up to 40% intend to settle in Ontario between now and October.
- English levels are good and a large number want to bring pets with them.
- Language Assessments have taken place with 80 people in Waterloo Region.

### 3. Regional Resettlement Updates

**a) GARs numbers, locations, issues arising**

Lynne provided the following update:

- Numbers have increased this year.
- Expecting to receive 154 GAR's.
- 314 regular arrivals.
- 28 transfers.
- Notification of 82 more arrivals and 303 people are in pipeline, no travel dates communicated.
- Large number of people will arrive in the last quarter of the year.
- Very Busy fall.
- Majority coming from Syria, Afghanistan, Eritrea, Somalia, and Sudan.
- 131 in temporary accommodation.
- 35 people arriving this week.
- Not a lot of people scheduled to move out.
- Housing continues to be one of greatest challenges.
- Hiring more housing staff to try and support.
- Doing outreach to landlords.
- Challenge with home-share is no coverage from landlord/tenant board, therefore not desirable.
- Healthcare also in crisis.
- Hoping to get clinics to accept Interim Federal Health payments.

Peter questioned what we can do to help with the healthcare issue.

- OHT is looking at it.
- There are other voices that could be supportive.
- Have been getting some uptake from the Integrated Care Team project.
- There needs to be a much broader uptake into primary care teams.
- If each person could approach their family doctor to take one family.
- Hospitals are now the go-to due to a lack of other options.
- 258 family doctors across the KW Region.
- If there is a map of where they are, we could lay this over the map of where the refugees have settled.
- Healthcare connect has an inventory of all physicians.
- Wajma will take this discussion back to Kate.
- Doctors in Cambridge will be able to provide virtual care.
- Issue with Interim Federal Health patients is the limited resources for translation.

**b) Privately sponsored refugee updates**

- Government allocations which are usually released in February / March have only just been released.
- Last December there were 3000 spaces for Afghan Sponsorship whose applications would be fast-tracked.
- We have begun receiving arrivals from that specific project.
- Steps and paperwork missing.
- Fall and winter will have large numbers of arrivals.
- Lack of affordable housing and healthcare still huge challenges.

**c) *Refugee claimants updates***

No new update.

**d) *Ukrainian updates***

Lucia provided the following update:

- Ukrainian associations stepped up in our community.
- Many of those associations are now working with Immigrant Service Organizations.
- Initially there was a surge of people who would host, but that has dried up now.
- Housing this fall is going to be critical.
- Working closely with local grassroots group.
- House will be opening in St. Jacobs, has nine rooms, three people per room.
- Will be offered for three months.
- Grassroots looking at around 150 people that need to be housed and supported.
- June language assessments completed for 49 adults.
- Ukrainian now highest number.

Shannon provided the following update:

- WRDSB is set up to take in Ukrainians.
- Ukrainian mom reached out on Friday and International office is contacting her.
- School system is being upgraded. Will be ready to go August 9<sup>th</sup>.
- All school settlement workers at the Y being connected with families.

Katherine provided the following update:

- Almost 70% female.
- School registration split among both boards with slightly more Catholic registration.
- EarlyOn kindergarten readiness program being worked on now.

**4. Working Group Updates, Actions and Cross-Referrals****a) *Volunteering and Donations***

Jane provided the following update:

- One pager directing hosts is in translation to formal services.
- Will promote where to donate after that is in place.

**b) *Housing***

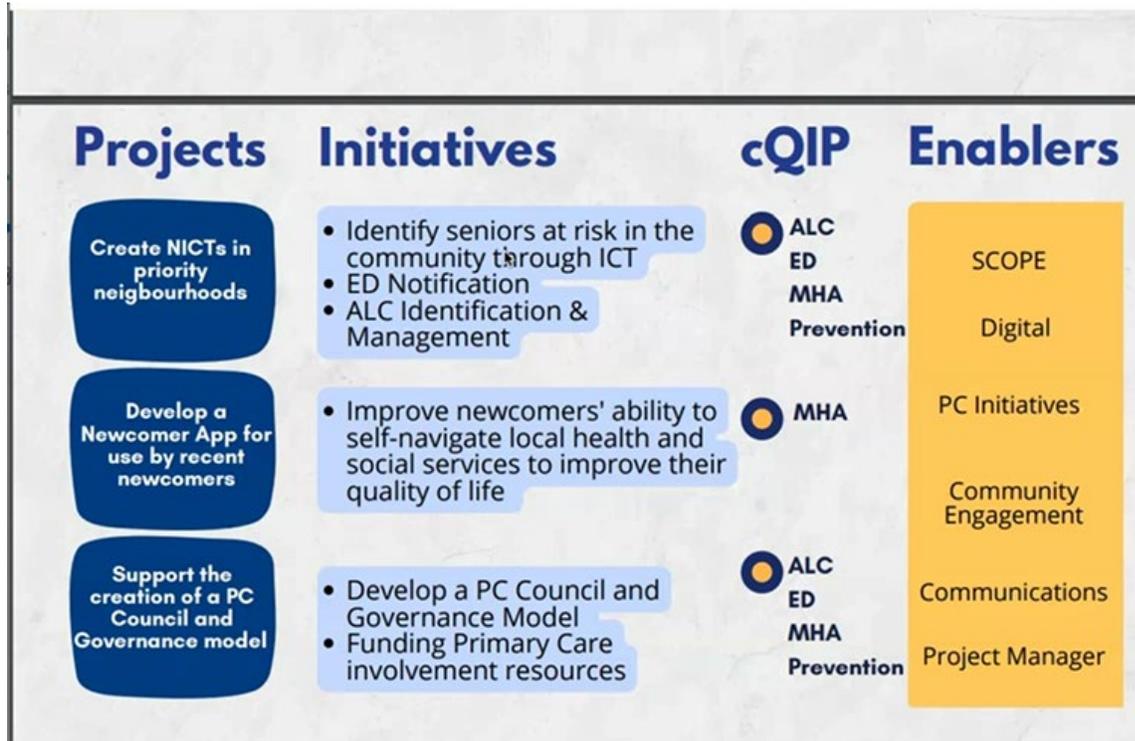
- Deferred.

**c) *Health and Mental Health***

Wajma provided the following update:

- KW4 has this issue top of mind.
- Developing newcomer application for most recent newcomers.
- Top three tasks and projects being worked on:

- Quality improvement plans.
- Key things Ontario Health looking for reports.
- Deterring ED visits.



**d) Education**

Shannon provided the following update for WRDSB:

- See Ukrainian update.
- Staff working throughout summer to register students.

**e) Community Welcome and Integration**

Brittney sent regrets.

- Mentioned at last meeting a fair in the week of September, 9 - 18.
- Working with partners across the region for events welcoming newcomers.
- Showcase services available.
- Intention is to hold them every few months in different communities across the Region.
- Speaking with partners in areas municipalities for lists of free programs and services available for newcomers.

Lucia

- We are seeing a large number of refugee claimants, about 70 new this month.
- Higher numbers than 2018 and 2019.
- Up until September 2020 majority lived in K-W.
- Dropped to 70%.
- Much larger number moved out of the Region now.

Lynn

- Is anybody tracking housing other than for GAR's.
- We need to get an idea of the trends.
- If we know of groups of people in a certain location further away, can we move others there?

Lucia

- Can we approach Regional Council for support?
- Could they support providing social planning?
- Peter suggested the ask come to his office because of lame duck, council turnover etc.
- Peter and Tara to connect.

Decision taken to hold meetings once monthly after the August meeting.

**5. Next Meeting**

Monday, August 15<sup>th</sup>, 1:00 – 2:30pm

**6. Adjournment**

Meeting adjourned at 2:12pm