

PARTNERSHIP-WIDE

Strategic Direction	Who's Leading	Progress Update
<p>I.</p> <p>Champion advocacy and engage with elected officials, policy and systems leaders</p>	<p>IP Council members, IP staff</p>	<ul style="list-style-type: none"> • Convened two 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, including Kitchener Mayor participation in Big City Mayors meeting on Ukraine response. Aligning grassroots response with organizational response for sustainable support for families. • Compiled and shared local knowledge about number of Ukrainians that have arrived to date in WR (110 as of May 15) and the anticipated total number that might arrive based on national statistics. • Encouraged donations to the IP Fund for Immigrant and Refugee Initiatives at KWCF via a FaithLife Financial Matched Funding Campaign. Worked with IP Council leadership and Region of Waterloo (legal, finance, etc.) to prepare to launch grantmaking via the Fund to support Afghan/other refugees and Ukrainians arriving in the Region. • 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). • Collaborated across area OHTs on strategies to secure sufficient, sustainable investment in medical interpretation. Engaged municipal leaders in advocating for long-term provincial investment. Engaged area funders in discussions about short-term investments to meet immediate service needs. • Convened a discussion between Immigration, Refugees and Citizenship Canada (IRCC) and all IRCC funded organizations in Waterloo Region to discuss successes of the last year and emerging challenges and service needs for immigrants in the Region. The session provided local partners the opportunity to share local funding and other needs with IRCC. The 2021 consultation resulted in \$4.3 million in new IRCC regional investments. • Surveyed all candidates for provincial election on immigration topics and disseminated results to help inform voting in June. • 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 immigration in Waterloo Region in 2022.

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<p>2.</p> <p>Build awareness of the Immigration Partnership and beneficial impact of immigration</p>	<p>IP Council members, partners, staff</p>	<ul style="list-style-type: none"> • Through Council/SG partner and staff engagement in pandemic tables and others, grew awareness of IP, immigration and the experiences of immigrants. • Engaged with area service clubs to grow awareness of the Immigration Partnership and immigration experiences in Waterloo Region (May Kitchener Rotary presentation). Followed up with various Rotary members on different topics. • Significant social media engagement via Twitter, LinkedIn and Facebook to promote the importance and contributions of immigrants to Canada. Approx. 5,074 (+150) followers and 73,472 impressions. • Fostered media coverage of immigration and IP: <p>Supporting Those Seeking Refuge in the Region, Around the Region, June 1, 2022</p> <p>Labour market shift creates 'window of opportunity' for immigrants with advanced degrees CBC News, May 29, 2022</p>
<p>3.</p> <p>Lead collaborative learning and community education</p>	<p>Partners, IP staff</p>	<ul style="list-style-type: none"> • Shared partner feedback from the 2021 IP Partner Survey: https://www.immigrationwaterlooregion.ca/en/resources/IP_Partner_Check-in_Summary_-_2021.pdf • Developed and disseminated topic and population-based analyses of the 2021 Immigrant Survey to explore perspectives of specific groups. Some have been released (Cambridge, Kitchener, Waterloo, rural resident profiles, housing profile) and some will be released in the near future (interpretation profile, inclusion and discrimination profile, etc.) www.immigrationwaterlooregion.ca/ImmigrantSurvey • Informed policy and planning around the region by sharing Immigrant Survey findings and relevant data insights with specific groups to inform (youth data to CYPT; housing data with City of Waterloo; Cambridge data with City of Cambridge; KW4 OHT). Helped inform Region of Waterloo Moody's Credit Report by providing immigrant projections data to Region of Waterloo Economic Development • Participated in discussions regarding a 2022 follow-up the 2018 WR Community Wellbeing survey with Wellbeing Waterloo Region and other partners/collaboratives • With CYPT and Wellbeing Waterloo Region, hosted two learning sessions for over 100 leaders in Waterloo Region on White Supremacy to further build community capacity for anti-racist organizational change. • Co-chairing the Local Immigration Partnership (LIP) Research Working Group made up of LIPs across Canada focused on sharing and advancing research and data needs of all LIPs. • Worked with the IP Evaluation Advisory Committee to scope out upcoming research activities (2022 partner survey, 2023 immigrant survey) • Exploring the expansion of the 2023 Immigrant Survey to other LIP communities across Canada (7 communities interested). • Maintaining connection to ongoing discrimination research conducted by LIPs in Southwestern Ontario. • Regular updates to the Immigration portal, with 7,527 visits by 6,985 unique visitors. Seven Weekly Updates on Covid-19 and Immigration to

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<p>4.</p> <p>Break down silos within the Partnership and the community to promote immigrant success</p>	<p>SG partners, IP staff</p>	<p>570 subscribers - shared relevant research reports to grow community knowledge.</p> <ul style="list-style-type: none"> • Ongoing engagement of a Council and Steering Group-wide approach to implementation of IPs Anti-Racism Commitment and evaluation framework development. • 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). • Ongoing connection with Local Immigration Partnership peers in SW Ontario and nationally. • Convened bi-weekly settlement executive leadership meetings to facilitate collaboration and alignment.

SETTLE STEERING GROUP

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<p>1.</p> <p>Develop communication strategies and tools to simplify service systems and pathways for immigrants</p>	<p>ROW Citizen Service and Public Health, settlement partners, IP staff</p>	<ul style="list-style-type: none"> • Shared information about Afghan and Ukrainian settlement needs and activities among SSG immigrant-serving partners. • Partners/staff continue to work with KW4 Ontario Health Team partners as they begin to relaunch the Refugee Health Working Group for the coming year (including Interpretation and other work). Co-leading discussions about interpretation funding and urgent advocacy. • Responding to an identified need by the KW4 OHT, IP staff are working with Sanctuary and CFFM, together with Region of Waterloo GIS staff to map refugee patients by postal codes. This will inform primary care attachment work as well as provide insights for understanding where refugees are living and potential future GIS questions. • Will participate on a panel discussion about refugee supports at the 2022 Waterloo Region Fresh Innovators Conference.
<p>2.</p> <p>Drive collaboration and innovation within the settlement sector</p>	<p>YMCA, KWMC, Reception House, Carizon, MCRS, IP staff</p> <p>IP partners and staff</p>	<ul style="list-style-type: none"> • Continue to support sharing and networking between YMCA, KWMC and Reception House. • 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.
<p>3.</p>	<p>Settlement partners, IP staff</p>	<ul style="list-style-type: none"> • Partners and staff continue to support KW4 Ontario Health Team (OHT) groups, with refugees as an identified priority population. • Continue to collaborate with Region of Waterloo Housing staff in the planning to develop a portal housing benefit for equity-deserving populations (Black, Indigenous and people of colour). Launched on Sept

<p>Leverage service providers and planning tables as effective immigrant supports through strong relationships and collaboration</p>		<p>9, it will be expanded from the original pilot of 30 households to 200 families. Supported recruitment of a staff lead for this work.</p> <ul style="list-style-type: none"> 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.
<p>4.</p> <p>Engage networks of private stakeholders in supporting immigrants</p>	<p>Settlement and other partners, IP staff</p>	<ul style="list-style-type: none"> Engaged with and provided information to the Waterloo Region Grassroots Response to the Ukrainian Crisis (https://www.wrgrassrootsresponse.ca) – a local group of about 250 volunteers. Continuing to connect them to existing community systems and partners. Referred people wanting to provide support to Ukrainian families to settlement and other services. Launched the 2022 Newcomer Landlord Award – receiving nominations for landlords that have gone the extra mile until September 16. www.immigrationwaterlooregion.ca/LandlordAward .

WORK STEERING GROUP

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<p>1.</p> <p>Develop campaigns and tools to amplify the value proposition and economic contribution of immigrants to employers</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> <ul style="list-style-type: none"> Promoted via Greater KW and Cambridge Chamber of Commerce events and publications. Awareness raising via the Greater KW Chamber's Annual Business Directory via an ad and article, AND THE Cambridge Chamber Directory. Advertising via the Cambridge Chambers Business Gala event. Raising awareness through social media related to hiring immigrant talent and associated topics. Promoting partnerships with other organizational initiatives. Participating in the upcoming Cambridge Chamber and Greater KW Chamber of Commerce Business After 5 events with booths with employment partners participating for networking and exposure.
<p>2.</p>	<p>WSG members/IP staff</p>	<ul style="list-style-type: none"> Worked closely with employment service partners and employers to build the bridge for immigrants to access meaningful employment. Referred various regional employers to immigrant employment partners. Continue to liaise with employers regarding Ukrainian workers. Keeping track of those interested for further connection. Some concern about

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<p>Foster cohesive service to employers and immigrant job-seekers across sectors and the talent spectrum</p>		<p>English language but have connected some employers to supports in the community.</p> <ul style="list-style-type: none"> 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. The Talent Hub Task Group continues to look at the most feasible and effective way to launch an immigrant talent hub. The Winnipeg Chamber is being invited back to a meeting along with Magnet to walk the Talent Hub group through their process and budget etc.. Winnipeg Chamber CEO and staff attended a WSG meeting last month but will now speak to the Talent Hub group. This will allow the group to proceed with next steps. Greater KW Chamber is interested in having further discussions about hosting (based on funding).
<p>3.</p> <p>Engage networks of employers to hire and retain immigrants</p>	<p>WSG members/IP staff</p>	<ul style="list-style-type: none"> 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. 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. Continued partnership with the Greater KW Chamber on weekly Business Success webinars. The May event was a presentation by IRCC about programs for employers. The June event will be representatives from Talent Beyond Borders. This will complete our partnership re: Business Success events until the fall of 2022. We will continue to work the Greater KW Chamber on immigrant related events as we move throughout this year and beyond. 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 Islamophobia. We partnered with the Cambridge Chamber on an employer focused educational webinar on accessing refugee talent.
<p>4.</p> <p>Collaborate with leaders and organizations (public, private and not-for-profit) to foster immigrant attraction, employment and entrepreneurship</p>	<p>IP staff</p>	<ul style="list-style-type: none"> 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. Continue to have stronger relationships with members at ROW Ec Dev with more outreach to IP for input ie: most recently to participate in development of a regional Talent Strategy being led by a consultant. 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. Plans underway for an employer webinar in the fall of 2022.

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		<ul style="list-style-type: none"> 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. 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. CELC decided recently to hold its Employer Recognition event later this fall (2022) in a virtual format. Partnership with Worldwide Education Services (WES) on a program called #Immigrant Work, which includes developing and launching an employer playbook for Waterloo Region re: hiring immigrants and more. Held bi-weekly meetings with WES team as the development of the Employer Playbook continues. Expected completion is end of July 2022. The Foundational Partner group are meeting to review the content of the playbook to give their final approval before it moves to its' final stage. 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. 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.

BELONG STEERING GROUP

Strategic Direction	Who's Leading	Progress Update
<p>1.</p> <p>Build connections, capacity, and civic engagement among ethno-cultural groups and the community at large to increase immigrant influence in policymaking and social connectedness</p>	<p>BSG partners, IP staff, and Social Inclusion Working Group (SIWG)</p>	<ul style="list-style-type: none"> Continued participation in discussions that affect the lives of immigrants and refugees with community partners, ethnocultural groups, and members. Ongoing updating of ethno-cultural groups list and efforts to make connections and build relationships. Ongoing meetings to build a rapport and relationship with ethno-cultural leaders/members. Joined Muslim community leaders, elected officials, local school board, and other community stakeholders in commemorating the first anniversary of London family killed last June. Connected with a youth representative to help immigrant youth integrate. Collaborating and supporting the youth for their 'Youth Program for Newcomer Youth: Fall 2022'. This Youth-led program


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Multicultural Connections Event, June 2022

will provide an inclusive and fun space for newcomer youth to gain access to opportunities that will allow them to thrive in Canada. It will provide a safe and comfortable space for youth to celebrate their culture. It will include embracing your own culture & self-discovery, guest speaker or mentor (seminars, career advice, mental health, etc.), and group discussion. Important to bring intergenerational approaches to different issues happening in our community.

- The Social Inclusion WG planned the annual Multicultural Connection Event on Jun 4 at Kitchener Waterloo Art Gallery, in partnership with IPs Working Steering Group. It brought together members from various ethnocultural communities and faith groups to share individual successes, challenges and resources for collective learning, as well as build connections, capacity and civic engagement among ethno-cultural groups to increase immigrant influence and social connectedness. The topic was Employment and Volunteerism. Guest Speakers were Eliseo A. Martell, Kitchener Downtown Community Health Centre; Fauzia Wafai, Muslim Women of Cambridge; Roberto Villamar and Nora Whittington, Work Steering Group, and Saifullah Muhammad, Rohingya Community Centre. About 30 people attended this successful community engagement and networking event. Much positive feedback with 76% rating the session 10/10 and many requesting to have similar sessions often. Click here to view a few memories from the gathering:



memories.MP4
- 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.

2.
 Work with municipalities and other public sector partners as leaders and advocates to strengthen immigrant welcoming, inclusion, and engagement

City of Waterloo, City of Kitchener, City of Cambridge, IP staff

- 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.

3.

IP Staff and Public Education

- Continued to support, collaborate and build capacity to address hate crime, hate incidents, and racism at the individual, organizational, and community level

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<p>Increase public support for immigration, and action to address racism, and discrimination and foster immigrant belonging through campaigns and initiatives</p>	<p>Working Group (PEWG)</p>	<p>convening targeted discussions and participating in related workshops and training.</p> <ul style="list-style-type: none"> • #RacialEquityWR lawn sign campaign re-launch date is set for June 20th. 650 lawn signs will be 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. • The PEWG continues to develop anti-racism strategies, resources, and campaigns like #RacialEquityWR. • The #RacialEquityWR page is updated regularly and checked for broken links. • Journey Towards Truth and Reconciliation - continued discussions and reflections by the BSG on the actions each of us can take to address truth and reconciliation, so land acknowledgment is valuable and is not tokenism. The understanding and empathy of Indigenization is a continued/ongoing discussion to understand the core values and connect to the ways of Indigenous living. BSG intends to consider how each of us is positioned in the context of Indigenous people and the land we live on.
<p>4.</p> <p>Collaborate with systems and community tables and leaders</p>	<p>Municipal partners, IP staff</p>	<ul style="list-style-type: none"> • Participated in a Region of Waterloo event on its Upstream Fund exclusively organized for the Cambridge 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. • Continued participation with the pandemic Psychosocial and Spiritual Working Group, Cambridge Mobilization Team and Wellbeing Waterloo Region to bring immigrant focus. • Participation in the Region of Waterloo's internal Equity, Diversity, Inclusion and Human rights (EDI) Working Group.

Welcome New Partners!

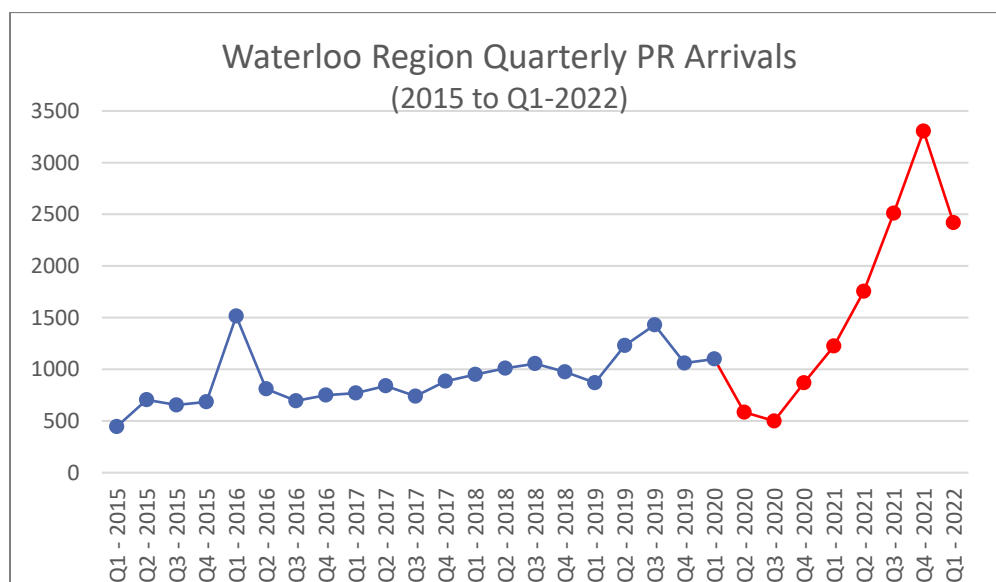
SSG: Thank you to Charlene Mak from Wilfrid Laurier University and the International Student Advisor Group for stepping into the temporary role of SSG Advisory Chair to work with the Chair and Vice-Chair. Working Groups: Michelle Lee (City of Waterloo)

BSG: Welcome Daniela Montoya (Volunteer WR) and Niran Akintunde (City of Waterloo).

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 (10,605 arrived, including 330 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 100,000 people have applied.
- Arrivals of new permanent residents in Waterloo Region continue to be higher than any other point before mid 2021, but saw a slight decline in Q1 2022 (2,420 individuals) from the peak in the fall of 2021 (3,305 individuals in Q4). ([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 less than half of what is needed. Conversations are continuing to advocate for increased, sustainable funding.

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.