

PARTNERSHIP-WIDE

Strategic Direction	Who's Leading	Progress Update
<p>1.</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. <ul style="list-style-type: none"> Helped convene regional and community leaders, Canadian Border Services and WRPS to identify immigration issues presenting through international expansion of Waterloo Region airport. Leveraged a \$50,000 contribution by the Cloverleaf Foundation to the IP Fund for Immigrant and Refugee Initiatives. Facilitated the work of IP Council fund committees to oversee fund allocation across the Refugee (2 meetings, \$165,000 in granting) and Immigrant Economic Wellbeing Funds (two meetings, \$1million in granting). Communicated with applicants and worked with Region of Waterloo colleagues on administration of grant agreements. 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. With the Guelph Wellington Local Immigration Partnership, engaged Green Party Leader Mike Schreiner in advocating for more medical interpretation funding.
<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"> Significant social media engagement via Twitter, LinkedIn and Facebook to promote the importance and contributions of immigrants to Canada. Approx. 5,519 (+156) followers and 71,786 impressions. Grew awareness of the Immigration Partnership and immigration experiences in Waterloo Region through media coverage of immigration and IP: <ul style="list-style-type: none"> Cloverleaf Foundation makes \$50,000 donation to the Waterloo Region Immigration Partnership Fund, The Mike Farwell Show, Nov 3, 2022 Region now among top 5 big urban areas in Canada for immigration, CityNews Everywhere, Nov 02, 2022 Seeking a new perspective from newcomers, Greg Bisch, Nov 2

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		<p>Racial diversity surges in Waterloo Region, The Mike Farwell Show, Nov 1, 2022</p> <p>Immigrants make up more than a quarter of the region's population, The Morning Edition - K-W with Craig Norris, Oct 27, 2022</p>
<p>3.</p> <p>Lead collaborative learning and community education</p>	<p>Partners, IP staff</p>	<ul style="list-style-type: none"> Engaged the IP Evaluation Advisory Committee in oversight of research activities (2022 partner survey, 2023 Immigrant Survey, analyzing/sharing 2021 census data). Began development of key principles of research to share with academic and other researchers wanting to conduct research with newcomers or with IP partners. Informed policy and planning around the region by sharing Immigrant Survey findings and relevant census and data insights. Shared initial analysis of newly released 2021 census data for Waterloo Region on language, housing, and immigration with local partners and Weekly subscribers, and shared it as a potential template to other LIPs. Shared data needs with the national Community Data Program to inform their data purchases from Statistics Canada, IRCC, etc. Collaborating on a 2022 Community Wellbeing survey with Wellbeing Waterloo Region and other partners/collaboratives. 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. Collectively developing a introduction to research guide for new LIPs/staff. Shared our local Data & Evaluation Framework and research insights with other LIPs. Extending the Waterloo Region Immigrant Survey to 11 other LIP communities and sharing our experience and insights regarding promotion and other methodology. Currently drafting 2023 Immigrant Survey questions, gathering input and reviewing for clear language. Helped build equitable research capacity with local partners by sharing experience with community surveys, research outreach, survey translation, etc. (City of Cambridge re. neighbourhood mapping/analysis to target services/recreation, CYPT Youth Impact Survey snapshots re. race and youth born in Canada, ROW economic development re sources of population growth data, ROW children's services re racial identity data collection, KPL re. neighbourhood mapping of data to target library resource acquisitions/programming/etc.) Informed research on immigrant experiences and data in discussions with researchers and sharing opportunities to participate in research with local newcomers and agencies (WLU research re integration/belonging among immigrants, Public Health re secondary impacts of COVID data gathering/reporting, WLU research re food security among newcomers, Ontario research re. effectiveness of online vs in-person/hybrid service delivery for language training). Regular updates to the Immigration portal, with 8,301 visits by 7,527 unique visitors. Nine Weekly Updates on Covid-19 and Immigration to 815 subscribers - shared relevant research reports to grow community knowledge.

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		<ul style="list-style-type: none"> Participated on the planning committee for the Pathways to Prosperity 2022 National Conference for Local Immigration Partnerships (LIPs) and Réseaux en immigration francophone (RIF) taking 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. Team member A. Syed will chair a plenary session on “Leveraging LIPs’ and RIF’s Influence to Promote A More Equitable Welcome to Refugees from Different Regions of the World.”
<p>4. Break down silos within the Partnership and the community to promote immigrant success</p>	SG partners, IP staff	<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

Strategic Direction	Who's Leading	Progress Update
<p>1. Develop communication strategies and tools to simplify service systems and pathways for immigrants</p>	ROW Citizen Service and Public Health, settlement partners, IP staff	<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 as they shift from a working group structure based on priority populations to one focused on six 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 creating a place within the OHT structure to continue to hear about newcomer needs and opportunities. Co-leading ongoing discussions and advocacy about medical interpretation funding. Developing and getting input from partners on a language interpretation organizational best practices checklist to support organizations in implementing improved interpretation policies & practices. Will participate on a panel discussion about refugee supports at the 2022 Waterloo Region Fresh Innovators Conference in Dec.

<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"> • 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. • Together with partners, engaged in a strategic discussion about next steps for the Immigrant Housing Working Group. • Shared inclusive emergency management resources with local partners exploring that. • Connecting Conestoga College international student transition staff with newcomer-serving organizations re. international student connections in Welcome Week and orientation events. • Brought regional settlement partners together with the Centre for Community Based Research to seek funding to understand racism in immigrant settlement in Waterloo Region.
<p>3.</p> <p>Leverage service providers and planning tables as effective immigrant supports through strong relationships and collaboration</p>	<p>Settlement partners, IP staff</p>	<ul style="list-style-type: none"> • Partners and staff continue to support <u>KW4</u> Ontario Health Team (OHT) groups, with refugees as an identified priority population. • 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. • 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 that temporary accommodation for government-assisted refugees be limited to 21 days and a growth in refugee claimants coming to the region. There are also discussions about lack of supports for refugee claimants that arrive directly via Waterloo Region airport on the weekend. • Connected with the new Missing Middle Working Group (MMWG) about ensuring immigrant/newcomer needs are considered as the group explores and sketches out “missing middle” solutions (i.e. housing that has more than 1 unit but less than a large residential tower). This includes developers, researchers, municipalities and residents/community groups. • 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. Provided newcomer-focused input into the City of Waterloo affordable housing strategy. Met with the City of Kitchener on their Access Without Fear policy. • Shared insights with local partners regarding interpretation and language accessibility (Region of Waterloo Community Services, City of Waterloo) • Consulted with partners beyond Waterloo Region to promote interpretation and build interpretation supports more broadly, and co-planning a virtual event (Jan 2023) to promote language access/interpretation to policy decision-makers and service delivery organizations.

<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. Housing is a key challenge – particularly finding housing that is more permanent for Ukrainian families currently in temporary housing. In addition, connected community groups (e.g. Conestoga College staff supporting international students) to Ukrainian grassroots/language-community supports. Selected winners of the 2022 Newcomer Landlord Award (www.immigrationwaterlooregion.ca/LandlordAward) which recognizes landlords that have gone the extra mile. Awards will be presented at the Nov 22 Waterloo Region Housing Day event.
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WORK STEERING GROUP



Strategic Direction	Who's Leading	Progress Update
<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 and Cambridge Chamber events via sponsorship and support. Raising awareness through social media related to hiring immigrant talent and associated topics. Promoting partnerships with other organizational initiatives. Participating, together with community partners, in ongoing Cambridge Chamber and Greater KW Chamber of Commerce Business After 5 events to network with employers.
<p>2.</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"> 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. 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. At this point, the task group has agreed to FindYourJob.ca being the host for the pilot of a talent hub perhaps called FindYourTalent. Workforce Planning Board has applied for start up/seed funds to begin plans. Mentorworks was

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<p>3.</p> <p>Engage networks of employers to hire and retain immigrants</p>	<p>WSG members/IP staff</p>	<p>approached about grant-writing to resource the hub but the cost was prohibitive. Focus is on leveraging seed dollars to launch the hub and access further resources. Further discussion to take place.</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 podcasts. September, November, January, March, May and June IP will have one designated podcast. Have recruited John Tibbits (Conestoga College) and Scott Higgins (HIP Development) to do podcasts. Have also sponsored Cambridge Chamber's Business Growth series between September-May. We will also participate in the Cambridge Community Awards event in November. • 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 doing a podcast session about inclusion/onboarding with HR professionals sharing their best practices. • 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 being created and various partners work together via a committee to make recommendations and to review the process of the project.
<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 now focused on workforce gaps and programs or education that can place to support employers. Talent challenges require this group to continue working together. It meets every 6 weeks and it is proving to be invaluable for sharing and partnerships. • 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. • 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 and retain immigrants. We hosted a webinar in September and an in person event called Beyond Orientation: Onboarding Immigrants and Refugees. Approximately 40 employers attended and provided good feedback.

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		<p>Great speakers and impactful. We will continue to partner with Immploy and SWO Ontario LIPS.</p> <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. Currently on a task group to organize the 4th Annual Employer Recognition Event on November 24. Ongoing partnership with Worldwide Education Services (WES) on #ImmigrantsWork and the Employer Playbook. Was launched in person in October with employers. An interactive demonstration event was held so employers could discuss the book and the share their thoughts/ideas. There is interest from other communities about the playbook so we will present the work at a conference in Ottawa in November, focusing on value, lessons learned and experiences. 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>I.</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. <ul style="list-style-type: none"> Mental Health Promotion Strategy development – Public Health Multigenerational immigrant families' caregiving supports / Culturally Mental Support - CMHA Waterloo Wellington. Immigrant youth needing to attend to the basic needs of the family are a burden and part of mental health that needs addressing/support and Immigrant older

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 <p>Newcomer Info Night at KPL, Sept 2022</p>		<ul style="list-style-type: none"> adults caregiving for grandchildren, youth and partners in these communities <ul style="list-style-type: none"> Wellbeing Waterloo Region Supporting the Supporters Project - CMHA Waterloo Wellington, Wellbeing Waterloo Region, and the Psychosocial and Spiritual Working Group is providing free training courses (early 2023) that focus on mental health awareness, suicide prevention and compassion fatigue. Organized Waterloo Region's very first Welcoming Week celebration in collaboration with Immigration, Refugees and Citizenship Canada (IRCC), from September 9 to 18. This year's Welcoming Week marked the 10th anniversary of what is now a global event and Canada's third year participating nationally. For details, events and initiatives in our region click here - Welcome Week 2022. 10 organizations participated and in total there were more than 600 attendees. The Social Inclusion WG planned the Multicultural Connections Workshop: Grant Writing 101. Blessing Akpan from Waterloo Region Community Foundation & Laura J. Manning from Lyle S. Hallman Foundation were the guest speakers. There were about 25 people who attended the workshop. Attended and was part of the planning team with Wellbeing Waterloo Region and Carizon for their Circle Facilitation Training (Guide Book for Newcomers to Canada, and Mental Health First Aid).
<p>2.</p> <p>Work with municipalities and other public sector partners as leaders and advocates to strengthen immigrant welcoming, inclusion, and engagement</p> 	<p>City of Waterloo, City of Kitchener, City of Cambridge, IP staff</p>	<ul style="list-style-type: none"> 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. Collaborating with the City of Cambridge in regards to the Newcomers Day planning 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. To continue BSG's journey Towards Truth and Reconciliation, the first in-person post pandemic

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<p>BSG Meeting at Anishnabeg Outreach, Kitchener, Sept 2022</p>		<p>BSG meeting was organized at the Anishnabeg Outreach Centre in Kitchener. The centre facilitated a tour and a presentation of their services and programs. The intent was 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.</p>
<p>3.</p> <p>Increase public support for immigration, and action to address racism, and discrimination and foster immigrant belonging through campaigns and initiatives</p>	<p>IP Staff and Public Education Working Group (PEWG)</p>	<ul style="list-style-type: none"> • The PEWG continues to develop anti-racism strategies, resources, and campaigns like #RacialEquityWR. • 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. • The #RacialEquityWR Lawn sign campaign 2022 was well received. 650 lawn signs were distributed. At KPL -300 signs, WPL: 160 signs, Idea Exchange (Cambridge): 160 signs and at Regional Libraries (Baden): 30 signs. As of early November, there were about 15 signs remaining. It is an evolving campaign to end racism/discrimination, to 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. • Planning the Waterloo Region Migration Film Festival 2022. To take place between December 1st to 18th.
<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"> • Significant promotions and outreach to the ethno-cultural members to participate in the 2022 Wellbeing WR Mini Survey. • Continue to participate and work closely with Psychosocial and spiritual working group – A pandemic response group with the purpose to help people know where and how to access psychosocial and spiritual supports during the pandemic - Wellbeing Waterloo • Continue to participate and work closely with Cambridge Mobilization Team. • Continue to be a member of the Region of Waterloo's internal Equity, Diversity, Inclusion and Human rights (EDI) Working Group.

Welcome New Partners!

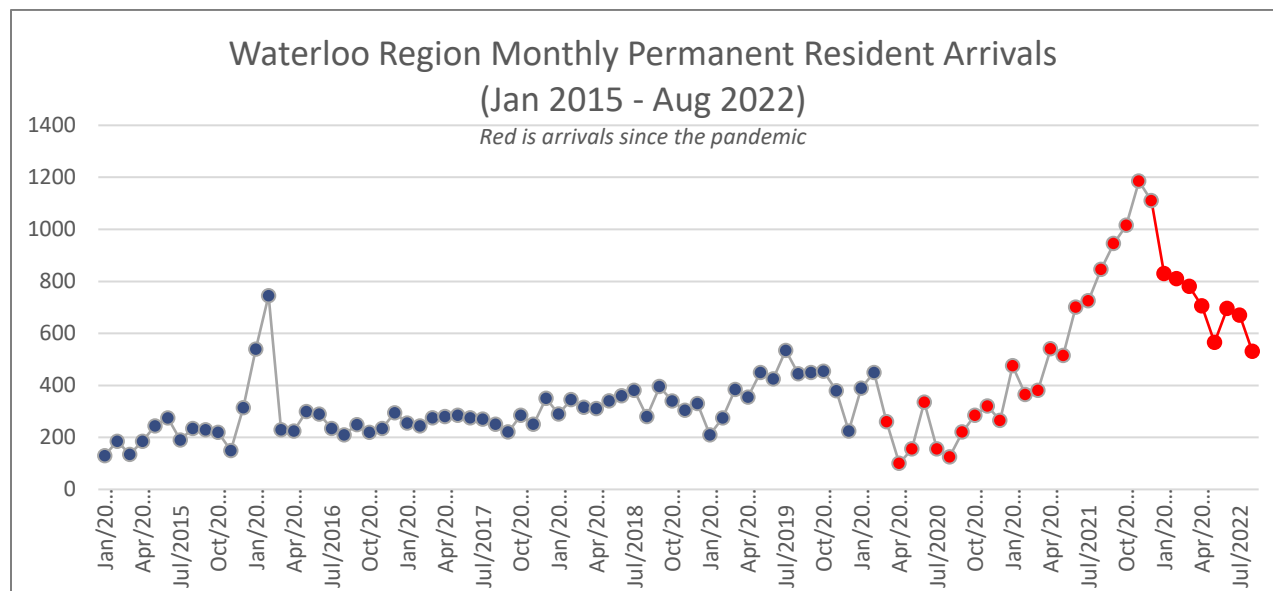
SSG: Yesenia Torres (City of Cambridge), Xiaoshuo Gao & Almira Hodzic (Conestoga College)

BSG: Arcy Canumay (Sustainable Waterloo Region), Julia Gingrich (Waterloo Public Library), Jessica Their (Carizon)

Context and cross-referrals

Immigration Data and Trends

- Canada’s [2023-2025 Immigration Levels Plan](#) was announced recently. It anticipates 465,000, 485,000 and 500,000 new permanent residents annually – a significant annual increase from just over 405,000 in 2021. The plan brings a focus on economic immigrants (expected to be 60% of total) and attracting newcomers to small towns and rural communities.
 - Includes up to 40,000 Afghan refugees ([22,915 arrived, including 700 in WR](#)).
 - Does not include temporary residents (claimants, int’l students, work permit holders, Ukrainians on temporary permits (so far approx. 1500 arrived in WR), etc.).
- Monthly arrivals of new permanent residents in Waterloo Region (530 in August) down from November 2021 peak (1,185). Arrivals patterns are different in 2022. We welcomed 5,585 new permanent residents to WR from Jan-Aug 2022 (was 4,545 in the same period in 2021). In only eight months we have welcomed more new permanent residents than in previous years (ranging from 2,495 in 2015 to 4,590 in 2019). ([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.

How Council or other Steering Groups can support

- Host a Global Migration Film Festival screening at your workplace or elsewhere.
- Review and improve organizational policies on diverse talent attraction and retention, interpretation provision and anti-racism.
- Refer employers seeking talent to WSG/Nora.

Other community initiatives and how to they relate

- N/A

ED Report to the Immigration Partnership Council

17 Nov 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

- IP Council to consider where deeper engagement is needed to move immigration issues in the community: Ongoing.
- Staff to seek broad partner input on Reconciliation actions in the 2022 IP Partner Survey: Done.

Support to IP Council

- Organized the 15 Sept 2022 Immigration Partnership Council meeting. Communicated with the Chair and Vice-Chair to plan agendas and actions. Prepared for the IP Council leadership retreat on Dec 7.
- Convened two IP Council Refugee Task Force meetings. Ongoing collaboration with the Waterloo Region Community Foundation to leverage the IP Fund for Immigrant and Refugee initiatives (Refugee Fund) to received donations to support resettlement.
- Supported three meetings of IPs Refugee Fund Task Force.
 - Promoted the fund widely, set up administration processes, prepared grant-making platform.
 - Per Task Force decisions, communicated with applicants and administered two grants (see annex).
 - Liaised with the Cloverleaf Foundation to leverage a \$50,000 contribution to the Refugee Fund in support of Ukrainians in Waterloo Region.
- Supported three meetings of the Fund for Immigrant Economic Wellbeing Task Force.
 - Promoted the fund widely, set up administration processes, prepared grant-making platform.
 - Per Task Force decisions, communicated with applicants (see annex).
- Ongoing engagement with Ontario Health West and elected leaders on medical interpretation funding.

Strategic Relationship Development, Advising Policy and Systems

- MPs/MPPs: Various meetings to discuss issues arising via Refugee Task Force.
- Municipal Engagement:
 - Region of Waterloo: Pandemic 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.

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 (Pathways to Prosperity Conference in November).
- Facilitated student placements and oversaw student learning and engagement. Welcomed Conestoga student Arwaa Mawed 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 Apr-Sept 2022.

Immigration Partnership Fund for Immigrant and Refugee Initiatives

Applicant	Eligible	Request	Focus	Task Force Decision	Approved
Ukrainian Initiatives - Approved					
20220902 Michael Doroshenko / Ukrainian Canadian Congress	Y	\$5,000	Technology for Ukrainians	Approved full	\$5,000
20221003 Rev. Myroslaw Tataryn / Church of the Transfiguration	Y	\$25,000	Adult/children programming for Ukrainians	Approved partial	\$20,000
20221004 John (Ivan) Jaworsky / Ukrainian Orthodox Church of St. Sophia	Y	\$5,000	Programming to Ukrainians	Approved full	\$5,000
20221006 Woolwich Community Health Centre	Y	\$25,000	Economic/language learning for Ukrainians	Approved full	\$25,000
Other Initiatives - Approved					
20220901 The Working Centre	Y	\$19,040	Housing for refugees	Approved full	\$19,040
20221007 Kitchener-Waterloo Multicultural Centre Inc.	Y	\$25,000	Basic needs for refugee claimants	Approved partial	\$15,000
20221010 Kitchener Downtown Community Health Centre	Y	\$25,000	Afghan/other refugee health needs	Approved partial	\$20,000
20221011 Canadian Arab Women's Association	Y	\$25,000	General supports for immigrants	Approved partial	\$10,000
20221012 Nigerians in the Region of Waterloo (NIROW)	Y	\$25,000	General supports for immigrants	Approved partial	\$10,000
20221013 Reception House - Waterloo Region Inc.	Y	\$25,000	Afghan/other refugee health needs	Approved partial	\$15,000
Other Initiatives - Under Consideration					
20221001 Frogh Sahim (Individual applicant)	Y	\$15,000	General support for Afghan refugees	Additional info requested	
20221005 Hoping Against Hope Foundation Canada	Y	\$48,890	General support	Additional info requested	
20221008 Muslim Social Services Waterloo Region	Y	\$25,000	General supports for immigrants	Additional info requested	
Not Approved / Ineligible					
20220903 Canadian Arab Cultural Centre	Y	\$74,000	General supports for refugees	Not approved	\$0
20221009 Hamere-Noah Kidane Mehret Ethiopian Orthodox Tewahdo Church	Y	\$25,000	Refugee sponsorship infrastructure	Not approved	\$0
20221002 Oksana Cann (Individual applicant)	N	\$5,000	Travel to Canada	Ineligible	\$0
Next Round					
20221101 The AIDS Committee of Cambridge, Kitchener, Waterloo and Area (ACCKWA)	Y	\$25,000	Health support for newcomers	Not yet reviewed	
Total amount of requests		\$421,930		Total Approved	\$144,040
Funding specifically for Ukrainian initiatives		\$50,000		Total Ukrainian-specific initiatives funded	\$55,000
Other Funds Available at WRCF		\$114,040		Other initiatives funded	\$89,040
Total funds available		\$164,040		Funds Remaining	\$20,000

Fund for Immigrant Economic Wellbeing

Number	Applicant	Immigrant led	Led by racialized/women/youth	Focus	Target Population	Amount Requested	Amount Approved
Applications Approved							
202216	YWCA of Kitchener-Waterloo		Y	ENT	Racialized woman	\$76,700	\$55,209
202207	Kinbridge Community Association			EMPL/ECWEL	Cambridge immigrant residents	\$97,845	\$69,959
202230	Project UP (Unleash Potential)	Y	Y	ECWEL	Black Muslim youth	\$17,500	\$17,500
202206	The AIDS Committee of Cambridge, Kitchener, Waterloo and Area			ECWEL	Racialised and other immigrants	\$55,000	\$55,000
202215	Muslim Social Services Kitchener Waterloo	Y	Y	ECWEL	Muslim women	\$65,000	\$65,000
202223	KW Working Centre for the Unemployed			EMPL	Ukrainians	\$100,000	\$71,975
202219	Kitchener-Waterloo Multicultural Centre Inc.	Y	Y	EMPL	Refugee claimants, int'l students, work permit holders	\$64,000	\$64,000
202210	Workforce Planning Board of Waterloo Wellington Dufferin			EMPL	Immigrants	\$100,000	\$71,975
202213	Reception House - Waterloo Region Inc.	Y		EMPL	Refugees	\$100,000	\$71,975
202214	Business and Education Partnership of Waterloo Region			ECWEL	Immigrant youth	\$40,000	\$40,000
202218	Centre for Family Medicine Family Health Team	Y	Y	ECWEL	Refugees	\$100,000	\$71,975
202227	Canadian Arab Women's Association	Y	Y	EMPL/OD	Arab/Muslim immigrant women	\$100,000	\$50,000
202205	Waterloo Region Grassroots Response to the Ukrainain Crisis		Y	EMPL/ECWEL	Ukrainians	\$100,000	\$32,000
202220	Nigerians in the Region of Waterloo (NIROW)	Y	Y	EMPL/OD	Black/African residents	\$100,000	\$71,975
202228	Adventure4Change International	Y	Y	EMPL/OD	Waterloo residents - Black/other vulnerable	\$100,375	\$72,245
202217	Canadian Aweil Youth Association	Y	Y	ECWEL	Black African immigrants	\$23,340	\$23,340
202229	Bring on the Sunshine	Y	Y	ECWEL/OD	Black/African residents	\$93,000	\$66,937
202221	Ontario Learning Development Foundation Inc.	Y	Y	ECWEL	African residents	\$28,935	\$28,935
Total approved						\$1,361,695	\$1,000,000
Applications Not Approved/Set Aside							
202211	The Caribbean Canadian Association of Waterloo Region	Y	Y	Entrepreneurship		\$ 100,000	
202208	Hoping Against Hope Foundation Canada	Y	Y	Employment/economic wellbeing		\$ 44,785	
202202	Carol Burrows (Individual applicant)	Y		Employment/economic wellbeing		\$ 5,000	
202209	ShamRose for Syrian Culture	Y	Y	Employment		\$ 100,000	
202226	EthicTalent Corp.	Y		Employment/organizational development		\$ 97,560	
202201	Frogh (Individual applicant)	Y	Y	Employment/economic wellbeing		\$ 1,000	
202224	Hamere-Noah Kidane Mehret Ethiopian Orthodox Tewahdo Church	Y	Y	Economic wellbeing/organizational development		\$ 100,000	
202203	Maryana Rybay (Individual applicant)	Y	Y	Employment		\$ 92,000	
202212	Canadian Integration Solutions Inc.	Y	Y	Economic wellbeing		\$ 77,525	
202222	Refugee Career Jumpstart Project	Y	Y	Employment		\$ 100,000	
202225	Wecare Medical Centre Inc.	Y	Y	Economic wellbeing		\$ 35,700	
202204	Tukue Teweldebrhan Hailemi (Individual applicant)		Y	Economic wellbeing		\$ 4,000	
Applications Referred Back to the Upstream Fund							
202231	Waterloo Region Green Solutions			Economic wellbeing		\$ 106,000	
202232	Empower Employment Inc.	Y	Y	Employment		\$ 200,000	
Total Not Approved						\$ 1,063,570	
Total Requested Overall						\$2,425,265	

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

1:00 P.M. – 2:30 P.M.

Monday, 12 September 2022

Hosted by Region of Waterloo on Teams

		Present
Chair: Lucia Harrison	KW Multicultural Centre and IP Council member	Y
Co-Chair: Arran Rowles	Region of Waterloo, Director Strategic and Quality Initiatives	Y
Executive Lead: Tara Bedard	Immigration Partnership, Executive Director	N
Member	Organization	Present
Babur Mawladin	Reception House, CEO	N
Lynne Griffiths Fulton	Reception House, Director of Programs	N
Katherine Peterson	YMCA Immigrant Services, Leader	N
Jane Hennig	Volunteer Action Centre, Executive Director	Y
Shelley Campagnola	Compass Refugee Centre, Executive Director	N
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	Y
Ryan Maeck	Region of Waterloo, Emergency Management Advisor	N
Fanis Juma	Region of Waterloo, Health Equity Advisor, Public Health	N
David Aoki	Region of Waterloo, Director Infectious Disease/Chief Nursing Officer, Public Health	N
Rhonda Nicholls	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
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	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	N
Jennifer Passy	Waterloo Catholic District School Board, Manager Planning	Y
Barbara McCourt	Waterloo Catholic District School Board, Student Achievement Consultant for Multi-Lingual Students	N
Anna Schwarz	YMCA Immigrant Services, Leader	Y
Pauline Peng	Immigration Partnership, Program Assistant	N
Arwaa Mawed	Immigration Partnership, Placement Student	N

1. Welcome and Introductions

- Arran opened the meeting and introduced herself as Chair.
- Attendees introduced themselves in a roundtable style.

2. Airport Discussion Follow-up

Peter updated on steps taken since the Sept Task Force meeting:

- Met airport director to discuss issues arising.
- Convened broader leadership group at Region for further discussion.
- Airport director has had some discussions with air carrier, etc. to flag issues.
- Growth potential considering airport expansion plans.
- Processes and partnerships needed at the airport as people may transition out and into the community.
- Airport currently sees need for assistance for the Saturday midnight flight to address language/communication barriers and people without shelter or financial resources.
- Identified several operational (interpretation support, referral guides for airport staff) and educational pieces (on refugee claimants, trafficking, undocumented labour – issues, steps to take and referrals to make) needed for airport staff.

- Initial connection to KWMC on interpretation piece.
- Seeking meeting with CBSA and police to gather data on current scope of issue.
- Connecting to air carriers and peer airports to flag issues and understand experience of peer communities.
- Mapping process and partnerships at Pearson Airport as a roadmap to inform/scale.

Next steps:

- Bring all info together.
- Convene next conversations involving community partners.
- Could discuss potential for on-site settlement support at the airport on Sat nights, or leave that for a follow-up meeting involving airport staff and community partners.
- Identify today who from community partners should be engaged in next discussions.

Dianne

- OPP involvement in an issue last year.

Lucia

- CBSA reached out to Lucia.
- Lucia will send name of CBSA contact to Tara.

3. Federal and Provincial Updates

Tara Bedard sent regrets and Lucia Harrison provided the following update:

- IRCC reports that 597 000 Ukrainians have applied for the CUAET VISA.
- 290 000 visas have been approved with 66 000 newcomers already arrived.
- Ontario is still receiving around half of all the Ukrainians that come to Canada.
- OHIP applications suggest that 27 000 Ukrainians have arrived in the province.
- Federal government exploring extending the March deadline for visa applications.
- Province looking at extending emergency assistance.

Anna:

- Very successful information session held last week for 25 Afghan GARs.
- Carizon, YMCA, Region and Ontario Works involved.

Regional Resettlement Updates

a) *GARs numbers, locations, issues arising*

Deferred

b) *Privately Sponsored Refugee updates*

Stephanie sent the following update:

- Currently, under Canada's Private Sponsorship of Refugees program, Groups of Five and Community Sponsors must submit a Refugee Status Determination document issued by the United Nations High Commissioner for Refugees (UNHCR) or a foreign state with their sponsorship application.
- IRCC has recently announced a temporary public policy that enables Groups of Five and Community Sponsors to sponsor Afghan refugees who do not have a refugee status document.
- They have opened spaces for up to 3000 people.
- Any additional info or questions can be directed directly with Stephanie or <https://www.rstp.ca/en/training/afghanistan-public-policy-sessions/>

c) Refugee Claimant updates

Lucia provided the following update:

- Locally, we have never seen the numbers of claimants we are seeing now.
- Approximately 10 new claimants per week.
- Three quarters of the new clients seen in the last week are from Mexico.
- The coming changes to the border restrictions will open up increased numbers of claimants from countries not eligible to enter since COVID began.

d) Ukrainian updates

Lucia:

- Ukrainian numbers have levelled out.
- Approximately 500 - 600 families (1500 – 1700 people).
- Still having some success in finding housing through community members opening their homes up to newcomers.

Anna:

- Ukrainians one of the top three countries of origin currently.
- Ukrainians are settling in smaller communities but this leaves them isolated.
- There are reports of newcomers living with farmers and working six days a week for no money but room and board.
- In some cases their documentation was taken from them and the Y has had to intervene to reclaim those documents from host families.
- New issues are arising in housing with shared spaces.
- Complicated by not having Landlord/Tenant relationships.

a) Working Group Updates, Actions and Cross-Referrals

a) Health and Mental Health

Deferred

b) Community Welcome and Integration

Deferred

c) *Volunteering and Donations*

Jane:

- Not much happening in the working group currently.
- Tara asked Jane to remain at this table.
- If you require assistance, please reach out to Jane.

Lucia to connect offline with Jane regarding skids of new clothing.

d) *Education*

Andi:

- Challenging start to new school year.
- Increased volumes being echoed by other regions and community partners.
- Expecting another peak after the holiday season.
- 500 newcomer registrations this year including those with parents with temporary work permits.
- Identified approximately 55 refugee claimant registrations.
- 100 Ukrainian students in the system.
- Approximately 100 new registrations from Afghans.
- Seeing a slight increase in Mexican birth registrants.
- Waitlist for assessments is down to a week with further improvements expected.

Jennifer:

- Record number of newcomers.
- 200 assessments completed this year.
- Significant enrolment even in rural schools, which creates additional language support issues.
- A dozen from Ukraine and Russia.

e) *Housing*

Arran provided the following:

- Council approved 4 key initiatives related to interim housing.
- Currently focussing strongly at managed / sanctioned encampments.
- Information will be coming to Council in November.
- Emergency shelter opened on King Street September 28th when Edith McIntosh closed.
- There will be additional providers opening up spaces in the next month or so.
- Two additional encampments have arisen over and above the Victoria St site, one on Roos Island and another at 150 Main St., Cambridge
- Once council is elected, their voice will need to be added to IRCC calling for an increase in hotel space for newcomers.

Arran will link back to Tara to make sure that this group is included for new councillor's orientation.

4. Next Meeting

Monday, November 14th, 1:00 – 2:30pm

5. Adjournment

Meeting adjourned at 1:50pm