

### Belonging Steering Meeting Minutes

<b>Date:</b>	January 26/15	<b>Location:</b>	Conestoga Room, Kitchener City Hall
<b>Time:</b>	1:30-3:30 pm		
<b>Present:</b>	Fauzia Mazhar (Chair), Lorie Fioze, Bashir Shabaz, Tom Reitz, Jassy Narayan, Kelly Kipfer, Janice Ouellette, Dan Vandebelt, Iman Arab, Lisset Jacinto, Bojana Savic, Asma Al'walsh with Adam, Robin Tuffin, Kate Pearce		
<b>Regrets:</b>	Laura Reidel, Dina Etmanskie, Dianne Boston-Nyp, Jim Bowman		
<b>Guests:</b>	Barbara Stefaniak, Volunteer Action Centre; Alison Govier, O'Halloran Group		
<b>Staff:</b>	Janet Howitt		

#### 1) Welcome

- Robin Tuffin is replacing Diana Palmerin-Velasco from Cambridge YMCA for maternity leave
- Kate Pearce is acting Manager for Robin's position
- Barbara Stefaniak is sitting in for Dianne Boston-Nyp, Volunteer Action Centre
- Review agenda - No Conflict of Interest declared
- Consent agenda approved – **September and November 2014 minutes and Progress Report**

#### 2) Business from Past Minutes

*Reviewed summary handout of findings of the KW Community Foundation's 'Belong' report <http://www.kwcf.ca/> and relationship to CAP*

- Supports need for public awareness and celebration of diversity in our community
- Questions related to demographics of research sample – what % of responders represented cultural diverse groups, what % were people living in poverty

**Action: Janet to follow up on research demographics**

**Action: Janet to follow up on KW Community Foundation grant cycle (Smart and Caring Communities Grant) re possible grants for Public education campaign**

**Action: Janet to follow up on possible synergy with campaign and Random Acts of Kindness Day**

*Reviewed action on Community Coalition on Immigrant and Refugee Concerns (CCORIC) presentation for Belong Steering Group to coordinate World Refugee Day 2015 (WRD) and ongoing*

- Met with members of CCORIC, steering group from CCORIC for World Refugee Day and solicited email approval from Belong Steering Group's Public Education Action group
- General consensus that WRD could fit into public education campaign in calendar month of June with theme of refugee issues
- Asked CCORIC Steering Group members to join the Public Education Campaign Action Group
- Note that campaign not event focussed and that planning will not/cannot replicate what has happened at past WRD
- Many Members of Belong Steering Group have been community partners for WRD
- BSG and staff cannot host the website for WRD - Partnership has own website, twitter account
- Campaign will not be ready for WRD 2015. Request to form small work group to plan for 2015, Asma, Kelly, Iman volunteered to work with Janet and CCORIC WRD Steering Group
- General concern about Janet's time – not to take away from CAP

**Action: Janet to follow up with Tara re time and Janet to set up planning meeting and move forward with partners meeting**

### **3) CAP 10.1/10.3 - Supporting organizations to enhance, develop and/or implement inclusive practices**

- Reviewed prepared backgrounder and question set for organizations
- Equity and Inclusion (E&I) and ESL program staff from Waterloo Region District School Board (WRDSB) have agreed to meet with Belong Steering Group: suggested date Feb 23/15 1:30 – 3
- Question set would give guidance to presentations
- Plan to invite Settle group and interested IP members to attend presentation
- Discussed rationale, planned outcomes: should we set up an online survey for organizations and accompanying and more specific question set for presentations. What are we looking for, what is missing?
- How will we collate and publish/distribute findings, how will presentations move us to our overarching goal stated above? What do we want to do with it?
- Don't start with assumption that nothing is happening
- Question areas are fine, Could ask 'What can an organization do to become a global citizen?' 'How can you do your work differently/better to reach a diverse population?'
- As an outcome could we host an E&I staff networking meeting – present our findings back to them – facilitate cross learning and sharing
- Important piece for school boards is guiding ministry document related to E&I, role and discussions at E&I Committee – failure rate of black children, drop out rate
- Question: 'How important is failure rate of children to school boards?'
- Immigrant Summit in 2005, which led to Immigration Partnership had two desires 1) learn and measure inclusion practices 2) hiring practices responses
- Question set is really an environmental scan – how will this information inform organizations?
- Pilot this - Can we send question set to WRDSB for presentation, record session and then add to question set?

**Action: Bojana and Janet to meet to review question set, consider accompanying online survey and environmental scan**

**Action: Janet to confirm meeting date and location of WRDSB Equity and Inclusion presentation, send invitations and follow up re questions.**

### **4) Membership**

- Laura Reidel is not able to continue at Vice Chair, Jassy and Lorie nominated Iman Arab, Iman accepted effective immediately. Thank you to Laura and Iman.
- Discussed members, active and inactive, and the desire of some new people to join our table
- Expectations that members attend Belong Steering Group meetings, send a representative if they cannot attend and also support the work/action of the Action Groups related to the current CAP.

**Action: Janet to contact Sabira Hudda with Muslim Social Services, Jenny Flager-George as a community member (presented on Celebrating Diversity project 11/14)**

**Action: Jassy to contact Veena Kaur with KW Counselling to determine if they would like to join our table.** Related to our CAP, KW Counselling is hiring a local Parenting Program Researcher, has an Immigrant Leadership program and also the Bridging Resources program for newcomers.

### **5) Council update**

- Fauzia and Janet shared an update on recent Council meeting and Leadership meeting

- New Council Chair Peter Donoghue and Vice Chair Linda Terry, steering group Chairs attend Council meetings and progress reports are available to Council members
- First meeting of Leadership Team – All Chairs and Vice Chairs and staff. Good discussion and sharing of CAP progress, areas for collaboration and sharing. Felt positive about the work of Belong
- Public Education campaign discussed at length – should Council take this on? Is Council an action body? Moving forward with campaign in collaboration and alignment with other pillars.

## 6) Community Updates

- Lorie Fioze outlined the Region of Waterloo Strategic Plan process and opportunities for public input. Over the next few months the Region wants to hear from community members about the important issues. This input will set priorities for next 4 years. Please go to this link for more information <http://www.regionofwaterloo.ca/en/regionalgovernment/publicinput.asp> and if your organization or group would like to host a community focus group at your location, contact Lorie Fioze at [lfioze@regionofwaterloo.ca](mailto:lfioze@regionofwaterloo.ca)
- Barbara Stefaniak from the Volunteer Action Centre shared dates for nominations for 10<sup>th</sup> annual Volunteer Impact Awards. Event is April 8<sup>th</sup> and nominations due February 1<sup>st</sup>. Also discussed Change the World Campaign to increase volunteer involvement in community. Runs January 29 – March 9/15 For more information see website <http://www.volunteerkw.ca/> or contact [Dianne@volunteerkw.ca](mailto:Dianne@volunteerkw.ca)
- Robin Tuffin and Kate Pearce, YMCA, shared an update on the Cambridge Cultural Diversity Engagement Committee and the work of the Cultural Diversity Specialist at the YMCA who is funded by the City of Cambridge
  - Completed annual diversity survey – 200 responders, still identifying issues and areas of discrimination
  - Hoping to launch lunch and learns with employers in Cambridge –**Janet to link with Work Steering Group events**
  - Planning for the International Festival, September 26<sup>th</sup> at Riverside Park.
  - Robin will be providing WCDSB staff and students with intercultural communications training sessions, also offering training to YMCA camp counsellors
  - Diana had a little girl !
- Fauzia Mazhar gave an update on the recent Leadership Training course through KW Coalition of Muslim Women. Graduates will be placed with mentors in the community. The immigration Partnership may be hosting an intern. <http://iqra.ca/2014/emerging-muslim-women-leaders-training-held-in-kw/>
- Janice Ouellette shared information on City of Kitchener Neighbourhood Inclusion Grant for groups working at neighbourhood level to support inclusion. For more information contact [Janice.ouellette@kitchener.ca](mailto:Janice.ouellette@kitchener.ca)  
[https://www.kitchener.ca/en/livinginkitchener/resources/SH\\_Grant\\_Call\\_for\\_Proposals\\_-\\_Final.pdf](https://www.kitchener.ca/en/livinginkitchener/resources/SH_Grant_Call_for_Proposals_-_Final.pdf)  
<https://www.kitchener.ca/en/livinginkitchener/FestivalOfNeighbourhoods.asp>
- Tom Reitz from Waterloo Region Museum shared that they are partnering with local Syrian group, Nagda Now, to display art work by Syrian children in refugee camps in Turkey, during March break <http://www.waterlooregionmuseum.com/>

- Bring on the Sunshine Event – February 16<sup>th</sup> at Kitchener City Hall – during Black History Month – <http://2014.bringonthesunshine.ca/>

## 7) Other

- Discussion of the Diversity Counts report that the Belong Steering Group had commissioned after last Regional Strategic Planning process. Discussed status of report, findings and how this has informed CAP.
- Document completed. Decision made internally to not publish - on website - comment that this discussion and decision should have been with the Belong Steering Group. Link to document [http://www.immigrationwaterlooregion.ca/Diversity\\_Counts\\_May\\_14.pdf](http://www.immigrationwaterlooregion.ca/Diversity_Counts_May_14.pdf)

## 8) Next Meeting

- Presentation by Waterloo District School Board Equity and Inclusion Feb 23/15 1:30 – 3 pm, location to be determined and invitations to follow
- Next Belong Steering Group meeting March 23<sup>rd/15</sup> 1:30 – 3:30 pm location to be determined

### Belonging Steering Group (BSG) Meeting Minutes

<b>Date:</b>	March 23/15	<b>Location:</b>	Conestoga Room, Kitchener City Hall
<b>Time:</b>	1:30-3:30 pm		
<b>Present:</b>	Fauzia Mazhar (Chair), Iman Arab (Vice Chair), Bashir Shabaz, Tom Reitz, Jassy Narayan, Kelly Kipfer, Janice Ouellette, Robin Tuffin		
<b>Regrets:</b>	Dianne Boston-Nyp, Jim Bowman, Lorie Fioze, Dan Vandebelt, Lisset Jacinto, Bojana Savic, Asma Alwahsh, Laura Reidel, Dina Etmanskie, Sabira Hudda		
<b>Guests:</b>	Thanna, board mentee with Fauzia; Jessica Golle, Conestoga College intern with Janice		
<b>Staff:</b>	Janet Howitt, Tara Bedard		

*The Belong Steering Group defines belonging as “an essential human need to be accepted and valued by others in order to reach one’s full potential in connecting, participating, integrating and thriving in the community.”*

#### 1) Welcome

- Welcomed members and guests and shared regrets from Peter Donahue, Council Chair and Sabira Hudda, Muslim Social Services
- Member survey: Janet distributed survey for members to identify ways they are connected in the community. Same survey completed by all Steering Groups and Council. Please return to Janet
- **Action: Janet to send survey to members to all members for completion, results will be shared with the group**

#### 2) Review Agenda and Approve Past Minutes

- Reviewed agenda and no Conflict of Interest declared
- Approved January 2015 Belong Steering Group minutes

#### 3) Business from Past Minutes

- New members have been invited: Veena Kaur from KW Counselling is interested to explore and will host the May BSG meeting; Sabira Hudda from Muslim Social Services has agreed to join; unable to contact Jenny Flagler George to date
- Discussion that original membership planning for all steering groups and Council was to have 50% community members with lived experience (some of this number could be representing agencies as well)
- **Action: Janet to advise on status of community members on pillar groups and council**
- **Action: membership to be added to next agenda, members asked to consider who else might be invited**
- **Action: Janet to invite researcher from Overlap Associates to attend upcoming BSG meeting to follow up on research demographics in We Can Design Belonging community report**

#### 4) Council Update, Fauzia and Tara

- IP Community Forum on March 26<sup>th</sup> at 4-6 pm at the Tannery, Kitchener – an opportunity to network, to hear from the President of UW and to share in a progress update for the partnership. Fauzia will be leading an interactive activity. Over 120 people registered to date.

- Evaluation is close to completion and thank you to all who participated. The evaluators will be sharing findings at a Sense Making workshop is planned for April 22 from 9-1. Email invitations sent to Council, Steering Group and Action Group members.
- Peter Donahue, new Chair of IP Council, plans to attend our next Steering Group meeting
- Two new members welcomed to Council representing the Work pillar - Tracey Hare-Connell from Deloitte and Anna Aceto-Guerin from Grand River Human Resources Professional Association (HRPA)

## 5) CAP Update

### Municipal Services Group, CAP 9.1, Janice updated the group

- Planning to offer a session to ESL class at St Louis, Gatewood Campus on April 9<sup>th</sup>, class is CLB level 5-7
- Met with Pauleen Payne from St Louis to develop plan, this class will be able to offer feedback and critique session (a focus group format)
- Janice, Lee Ann Wetzel, Regional Clerk, MSW interns and Janet will present, offer focus group
- After April 9, the presentation will be enhanced, adapted and available for further presentations at St Louis and in the community  
Need to think about the capacity of presenters
- Jassy and Iman recommended other audiences i.e. offer session to Settlement workers at YMCA, KW MultiCultural Centre and possibly to the Working Centre, who could then take it to their clients
- YMCA Newcomer Youth program (ages 13-20), possible audience, contact is Robin Tuffin

### Public Education Campaign Action Group, CAP 8.1, Tom provided an update

- Action Group comprised of BSG members, one Settle and one Work Steering Group member and one member of CCORIC
- Communications specialist from Region of Waterloo, Bethany Rowland, facilitated a planning session and prepared written recommendations
- Idea 'I am Waterloo Region' campaign - I am your neighbour, a mother, a doctor...I am Waterloo Region with poster and video profile of 10 residents, plus stories gathered from other people in the community to share on websites etc. Hope to utilize calendar with multi-faith, cultural, recognition days etc. to give focus to campaign and also to attend festivals and events
- KW Community Foundation grant cycle is based on belonging and inclusion of building blocks of belonging (from We Can Design Belonging report). A pre-screen application with goals and evaluation plans was completed and submitted on March 20, if invited to go further, application due April 10<sup>th</sup>
- **Action: Janet to advise group of any decisions re funding.**

### World Refugee Day, June 2105, CAP 8.1 addition, Janet provided an update

- Decision at BSG that WRD could be part of public education campaign going forward
- For 2105 an action group has formed with BSG members – Kelly, Asma, Iman, Janet and CCORIC members – Mary Lou Roe and Almira Hodzic
- 2015 local theme – 'I am A Refugee – What do you see?'
- Tasks divided into 4 areas - partners and outreach; communication and marketing; event planning (CCORIC events); evaluation

- Volunteers working on brochures, posters, social media. Brochure will be in a calendar format
- Partners meetings have been held. Planned to date: Art Exhibit at THEMUSEUM for month of June; People on the Move (migration and resettlement in Canada) interactive exhibit at WR Museum with MCC over 5 days; WRD Launch (CCORIC); Awards Ceremony (CCORIC); Interfaith Grand River monthly meeting with reflection on 'refugees and a faith response'; Cambridge Idea Exchange author night and film night; Walk for Refugees on June 20th
- In addition, June 20 is the first day of the Multicultural Festival, working to create synergy with the festival and to have space to focus on refugees
- Comment that we need to ensure there is a focus on belonging or creating belonging in all out planning to fit with BSG CAP
- **Action: We need to use our definition of belonging more - share our definition in external communications i.e. on our minutes, in WRD material**

#### **Parenting in Two Cultures, CAP 10.2, Janet shared an update**

- KW Counselling has hired a Parenting Program researcher and has invited interested BSG members to support this piece. Overlap and Associates will be supporting a community design thinking model to evaluate and to plan for parenting programs
- Discussion: reflect that current parenting programs not necessarily designed for immigrants, content needs to be culturally appropriate, remind research to go where people are, negotiate timelines to give feedback
- **Action: Janet to keep group apprised and share opportunities for feedback**

#### **Organizational Change and Diversity and Inclusion practise, CAP 10.1, Fauzia and Janet**

- General Discussion, no action group has been formed
- WRDSB E&I and ESL Coordinator presented to interested BSG and SSG members
- Session video taped
- Question set had been prepared and vetted with BSG, given to WRDSB to guide presentation – generally followed, needed to better understand challenges and how we could support changes
- Valuable learning - great programs and services available to students and parents but not clear how people know about them
- Our challenges – how do we publicise in the community and educate the community, E&I can ask for more diverse hiring but who controls this, how is this work evaluated
- Thoughts on next steps? Possible belonging report card to make recommendations to presenters, good question set to use, can we incorporate Counting Diversity report when thinking about boards and staff at organizations, initial idea was to gain information and to build relationships and then think about how we can support this work, understand successes and challenges and bring our resources, can we also hear from employers/organizations who are not mandated would be interesting as well
- **Action: Janet - Region of Waterloo D&I presentation April 27<sup>th</sup> 1:30-3pm, presenter Lorie Fioze – confirm location and send invitation to SSG, BSG and WSG and Council**
- **Action: Janet to follow up with Lories to see if HR can be part of presentation as well**
- **Action: Janet to share WRDSB video with the group, make notes from presentation**
- **Action: Janet to develop list of presenters and make contacts, think about who is appointed in the organization to bring these changes**
- **Action: Janet to email and invite members to form an Action Group for this item**

## 6) Community Updates and Emerging Issues

- Region of Waterloo, Janet - holding community Strategic Planning input sessions, emails have been sent and there is still an opportunity to participate online as well. Lorie would like to plan a specific focus group for IP. **Possible dates discussed, settled on April 13<sup>th</sup>.**  
**Action: Janet to advise Lorie of date and send out email invitation, for more information contact Lorie at [lfioze@regionofwaterloo.ca](mailto:lfioze@regionofwaterloo.ca)**
- Kitchener Downtown Community Health Centre, Iman
  - New project – Linguistic Mental Health Leadership Program, Iman will be training 30 community leaders on what is available in the community, build leadership skills and help them navigate mental health systems
  - Trainee becomes the navigator and support for their community
  - Still looking for the final 30 people, applications due March 27<sup>th</sup>
  - **Action: Send your nominations to Iman's attention at [Iman\\_a\\_arab@yahoo.com](mailto:Iman_a_arab@yahoo.com)**
- City of Kitchener, Janice - Safe and Healthy Community Committee and Neighbourhood Strategic Plan are developing work plans, noting there is a focus on belonging and an alignment with our CAP  
**Action: For more information, contact Janice at [Janice.ouellette@kitchener.ca](mailto:Janice.ouellette@kitchener.ca)**
- KW Coalition of Muslim Women, Fauzia - Leadership program update, out of 19 women, 16 have been connected with boards and organizations where they will be mentored. The goal is for the mentee to attend 2-3 meetings and then meet with their mentor to debrief.  
**Action: If interested to be a mentor contact Fauzia at [fauziamazhar65@yahoo.ca](mailto:fauziamazhar65@yahoo.ca)**
- New Story Group, Janet
  - BSG has been a member of the New Story Group for two years. The NSG has hosted 2 conversations on belonging and some of our members attended. Currently we are collaborating to develop Belonging Indicators. Janet, Janice and Iman and Theron Kramer (Council) attended a community discussion meeting to look at 5 specific theme areas identified in research. Stay tuned for further updates.
  - **A third belonging conversation is planned for April 14 from 6-8 pm at Stirling Avenue Mennonite Church, Kitchener. Email invitations have been sent. Registration required and there is a \$5 admission fee. To register <https://www.eventbrite.ca/e/continuing-the-conversation-sharing-stories-of-belonging-registration-16103451858>**
  - **Action: Janet to share report from the Belonging Conversation Café held with Leadership Waterloo Region and the Belong Steering Group, based on the developed definition of belonging, with Belonging Indicators work group**
  - **Action: for more information contact Janet at [jhowitt@regionofwaterloo.ca](mailto:jhowitt@regionofwaterloo.ca) or 519.575.4757.3163 or see [www.newstorygroup.ca](http://www.newstorygroup.ca)**

## 7) Next IP/BSG Meetings

1. **Region of Waterloo Strategic Plan Focus Group for the Immigration Partnership members April 13, 2015 from 10-12 noon at 150 Frederick St, room 110 To register for the focus group go to: <http://row.survey.esolutionsgroup.ca/TakeSurvey.aspx?SurveyID=IHKKI8I1>**





2. **IP Evaluation Sense Making Session on April 22 from 9 to 1 pm (includes lunch), location to be determined. RSVP to Pauline Peng at [PPeng@regionofwaterloo.ca](mailto:PPeng@regionofwaterloo.ca)**
3. **BSG 'Spotlight on Equity and Inclusion Series' organizational presentation by Region of Waterloo staff April 27, 2015 from 1:30 to 3 pm, WR Museum, 10 Huron Rd, Classroom B**
4. **Next Belong Steering Group meeting May 25, 2015 1:30 to 3:30 pm at KW Counselling, 480 Charles St East, Kitchener. Agenda items due May 13<sup>th</sup> to [Jhowitt@regionofwaterloo.ca](mailto:Jhowitt@regionofwaterloo.ca)**

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### Belonging Steering Group (BSG) Meeting Minutes

<b>Date:</b>	Nov 23, 2015	<b>Location:</b>	Family Centre, Room 2015
<b>Time:</b>	1:30-3:30 pm		
<b>Present:</b>	Fauzia Mazhar (Chair), Iman Arab (Vice Chair), Tom Reitz, Dan Vandebelt , Janice Ouellette, Jassy Narayan, Jim Bowman, Lisset Jacinto, Halyna Tepylo, Nermin Ozdemir, Eliseo Martell		
<b>Regrets:</b>	Lorie Fioze, Bashir Shabaz, Asma Alwahsh, Laura Reidel, Robin Tuffin, Dianne Boston-Nyp, Veena Kaur		
<b>Guests:</b>	Sue Coulter, CARIZON; Chrissy O, Herb, Elaine, Martina (VAC)		
<b>Staff:</b>	Janet Howitt, Tara Bedard, Daniella McIntosh, Pauline Peng, Brianne Hollingsworth MSW Intern		

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#### 1) Welcome

- Regrets: Cindy Tarasow from Work Steering Group and ITEP project unable to join us today.
- Welcomed members and guests and recognized Eliseo Martell, new Vice Chair of Settle Steering Group

**Action:**

#### 2) Review Agenda and Approve Past Minutes

- Reviewed agenda and no Conflict of Interest declared
- Approved September 25<sup>th</sup> Belong Steering Group minutes

**Action:**

#### 3) Refugee Update and Discussion

- World Refugee Day 2016
  - Full month of activities. Rebranded WRD Waterloo Region
  - Social media: Website : [www.worldrefugeedaywr.com](http://www.worldrefugeedaywr.com) , Twitter, Instagram and new Facebook page
  - Evaluations will be sent to all partners and wrap up steering group meeting will be held
  - Limited Media coverage

**Action: Janet to add to Fall agenda to review BSG participation, impacts, learnings**

- Immigration Partnership’s response to escalating Refugee situation and local impact of Federal government commitments
  - Blah

**Action:**

- Refugee Settlement Action Group, Settle Steering Group
  - blah

**Action:**

#### 4) CAP Update – Progress Report sent with agenda

##### Public Education Campaign Action Group, CAP 8.1/ Janet

- KW Community Foundation has declined funding for I am Waterloo Region Campaign, will have feedback conversation

**Action:**

## 5) Community Updates and Emerging Issues

- **Connectivity Table, Sue Coulter**
  - blah
- **Public Health, Heidi Newton and Dan Vandebelt**
  - Blah
- Reminder Equity and Inclusion WCDSB Organizational Presentation, Nov 30<sup>th</sup> 1 – 3 pm, Sir Edgar Bauer School, Janet
- New Story Group Belonging Indicators Community meeting, Dec 17<sup>th</sup> Family Centre, Janet
- City of Kitchener Neighbourhood Grants, Janice Ouellette
- Sponsorship Information Sessions
  - Iman - Nov 30 Bring Back Hope hosting at Victoria Hills Community Centre,
  - Ana Luz - Nov 27<sup>th</sup> KWMC hosting at KW Multicultural Centre,

**Action: Janet to resend invitations for E&I presentation on Nov 30<sup>th</sup> and Belonging Indicators meeting on the 17<sup>th</sup> to BSG and SSG members as well as guests today**

## 7) Next IP/BSG Meetings

- Next BSG meeting January 25, 2016 1:30 – 3:30 pm location to be announced
- Action groups will continue to meet

**Action:**

### Belonging Steering Group (BSG) Meeting Minutes

<b>Date:</b>	May 25/15	<b>Location:</b>	KW Counselling Services, Kitchener
<b>Time:</b>	1:30-3:30 pm		
<b>Present:</b>	Fauzia Mazhar (Chair), Iman Arab (Vice Chair), Tom Reitz, Jassy Narayan, Sabira Hudda, Bashir Shabaz, Asma Alwahsh, Laura Reidel, Dan Vandebelt, Dianne Boston-Nyp		
<b>Regrets:</b>	Jim Bowman, Lorie Fioze, Lisset Jacinto, Kelly Kipfer, Janice Ouellette, Robin Tuffin		
<b>Guests:</b>	Peter Donahue, IP Council Chair; Kate Pearce, YMCA CKW; Veena Kaur, KW Counselling		
<b>Staff:</b>	Daniella McIntosh		

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#### 1) Welcome

- Welcomed members and guests Peter Donahue, Veena Kaur and Kate Pearce
- Janet Howitt sends her regrets for this meeting due to illness. Staff member Daniella McIntosh from Settle Steering Group is filling in – thank you!!

**Action: Janet to resend survey to members to all members for completion, results will be shared with the group**

#### 2) Review Agenda and Approve Past Minutes

- Reviewed agenda and no Conflict of Interest declared
- Approved May 2015 Belong Steering Group minutes with following amendments – name of Fauzia’s guest is Thaana

**Action: Add Membership to this agenda and Janet to include Membership as an item on next agenda**

- **Noted that commitment made when Immigration Partnership forming that 50% of members at all tables should be community members (Jassy)**
- **Observed that international students are not represented at this table (Peter)**

#### 3) Council Update, Peter

- First few years the Council spent a lot of time on governance, recent focus has been on developing an advocacy policy and implementing it as a tool
- Council is clear that there is a role regarding advocacy
- Two voices heard at council - organizations and immigrants in the community, and want to move more towards the voice of the immigrants
- Also discussed the “business of settlement” as it relates to the changes happening in the Settlement sector. We have been focusing on the “supply side” but we need to focus on the “demand side”—what is needed
- Presentations from KWMC and YMCA Immigrant Services to Council.
- Council looking at how we may be able to partner with local universities and researchers to create a research portfolio at agencies and then go to the universities to say this is what we need and being more proactive rather than waiting for universities to approach agencies looking for placement roles for students.

- Strong willingness from Council to actually implement the advocacy policy and not just to have it there
- Peter emphasized that Council is here for the steering groups and not the other way around and that council meetings are open for group members to attend

#### 4) Presentation by KW Counselling

- Mission—leave no one behind
- Majority of services offered are for people who come for counselling
  - Very intentional about ensuring that services are culturally sensitive
  - Counsellors who speak multiple languages and intake is also aware when there are interns who speak different languages
  - Services are designed to meet needs (i.e. Spanish speaking Trauma group)
- Cultural competency training for all counsellors
- Group discussed pros and cons of project based funding
  - How do we sustain progress over time once the initial project is complete
  - Funding projects for longer periods of time to have more impact?

**Action: Veena bring back more information to BSG**

#### 5) CAP Update

##### Municipal Services Group, CAP 9.1

- Defer to next agenda

##### Public Education Campaign Action Group, CAP 8.1,

- KW Community Foundation application for funding completed and submitted for April 10<sup>th</sup>, no decision to date
- **Action: Janet to advise group of any decisions re funding.**

##### World Refugee Day, June 2105, CAP 8.1 addition, (Iman)

- Brochures or posters cannot be changed but the website can be updated if anyone has information to add/change. Send changes to [iman\\_a\\_arab@yahoo.ca](mailto:iman_a_arab@yahoo.ca)
- Website : [www.worldrefugeedaywr.com](http://www.worldrefugeedaywr.com)
- Twitter, Instagram and new Facebook page has been created
- Some events:
- Launch event: on June 3<sup>rd</sup> (5-7pm, The MUSEUM, Kitchener) is the official opening of World Refugee Day month and Art Exhibit, although there are a few events happening before then
- Exhibit: Art Exhibit at the MUSEUM June 3 – 21st
- Awards: Awards on June 16<sup>th</sup> - Looking for more nominations for the recognition awards. Deadline has been extended but **if you have any recommendations please send to Iman or Janet.**
- Exhibit: “People on the Move. The Faces of Immigration”—pop up display that the Waterloo Region Museum is having in partnership with Mennonite Central Committee
- Some partners will have booths at Multicultural Festival June 20<sup>th</sup> and 21<sup>st</sup> i.e. Reception House, Waterloo Public Library
- Walk for Refugees—update, will start at Carizon on June 20<sup>th</sup>

**Action: Janet to circulate WRD events listing with a link to the website through IP email lists. Collect all event details to send in the actual email to the BSG members that can be**

**forwarded out to the community. Connect with Dianne re: having flyers distributed at neighbourhood/ community centres (mail distribution through City of Kitchener)**

### **Organizational Change and Diversity and Inclusion practise, CAP 10.1, All**

- Region of Waterloo offered a good presentation with lots of information.
- Goals:
  - Communicate the value of diversity
  - Foster inclusive workshops
- Would have liked to see more community members and more participation overall
- Speaking about diversity but there was not much mention about immigrants as a specific group
- Worthwhile to have a brainstorming session and test it out (Dan)
  - Who are we trying to influence?
  - In what ways are we trying to influence?
  - How are we going to achieve this influence?
  - Who do we want to learn from and who do we want to help change?
  - How do we invite feedback?
  - How do we integrate our knowledge into existing programs and forums?

**Action: Fauzia and Iman to speak to Janet about engaging the group regarding this piece and creating a full plan. Do not invite any other organizations until evaluating how the first two sessions were.**

## **6) Community Updates and Emerging Issues**

- **International Students (Peter)**
  - Two campuses—Waterloo and Brantford
  - Presentation on getting international students to stay in the community
    - After sharing information about the community, only 1 of the 15 students present indicated that they wanted to stay
  - Canada is losing a number of international students – in some ways we have taken it for granted. We are no longer seeing the “Brain Drain” but now the “Brain Train” – students are getting their education and continue to move on to other large cities to work
  - Decreasing number of Canadian aged university students
- **Immigrant and Refugee Housing Consultation on May 26<sup>th</sup>** at Stirling Avenue Mennonite Church, hosted by Settle Steering Group (Daniella) contact [dmcintosh@regionofwaterloo.ca](mailto:dmcintosh@regionofwaterloo.ca)
- **Domestic Violence Presentations, Muslim Social Services (Sabira)**
  - Next session happening on June 2<sup>nd</sup> from 7-8:30pm
- **‘Change the world campaign’** – Volunteer Action Centre is still collecting info for names and numbers of high school and post-secondary students who are volunteering and what they are doing. (Dianne) contact [Dianne@volunteerkw.ca](mailto:Dianne@volunteerkw.ca)
- **5<sup>th</sup> Annual Muslim Women’s Festival – Tea and Tales with Muslim Women - June 7<sup>th</sup> 11 – 6 pm** at Kitchener City Hall (Fauzia)
  - Get to know Muslim women through art, entertainment and dialogue

## **7) Membership Ideas Discussion (All)**

- International student community – someone that represents the association from either UW, WLU or Conestoga (Peter)
- Increase representation of community members

- Leadership programs could be the source for recruiting community members (already trained, good English skills, established in the community)
- Invite someone from the BSG to speak to leadership training groups about opportunity to participate (Veena)
- Representation from Interfaith i.e. Interfaith Grand River
- Waterloo Region Police Services

**Action: Jassy to connect with contacts from Afro-Caribbean Coalition**

- Dan suggesting outreach to individuals/groups who are well connected – we are a small group wanting to connect to a wide range of issue
- Discuss having a small nominations subcommittee to review candidates and do outreach

**8) Next IP/BSG Meetings**

- Plan for June Meeting

Action: Janet to send Doodle Poll for June 22 and 29 (Jassy not available 22<sup>nd</sup> and Iman not available 29<sup>th</sup>)

### Belonging Steering Group (BSG) Meeting Minutes

<b>Date:</b>	Nov 23, 2015	<b>Location:</b>	Family Centre, Kitchener, Room 2015
<b>Time:</b>	1:30-3:30 pm		
<b>Present:</b>	Fauzia Mazhar (Chair), Iman Arab (Vice Chair), Tom Reitz, Dan Vandebelt , Janice Ouellette, Jassy Narayan, Jim Bowman, Lisset Jacinto, Halyna Tepylo, Nermin Ozdemir,		
<b>Regrets:</b>	Lorie Fioze, Bashir Shabaz, Asma Alwahsh, Laura Reidel, Robin Tuffin, Dianne Boston-Nyp, Veena Kaur		
<b>Guests:</b>	Sue Coulter, CARIZON; Chrissy Orlowski, Herb Richardson, Nicole Cavalcanti , Martina Belanger(VAC student intern), Shazia Elahi, Eliseo Martell and Settle Steering Group		
<b>Staff:</b>	Janet Howitt, Tara Bedard, Daniella McIntosh, Pauline Peng, Brianne Hollingsworth MSW Intern		

***The Belong Steering Group defines belonging as “an essential human need to be accepted and valued by others in order to reach one’s full potential in connecting, participating, integrating and thriving in the community.”***

#### 1) Welcome

- Regrets: Cindy Tarasow from Work Steering Group and ITEP project unable to join us today.
- Welcomed members and guests, Settle Steering Group and recognized Eliseo Martell, new Vice Chair of Settle Steering Group

**Action: None**

#### 2) Review Agenda and Approve Past Minutes

- Reviewed Agenda and no Conflict of Interest declared
- Approved September 25<sup>th</sup> Belong Steering Group minutes

**Action: None**

#### 3) Refugee Update and Discussion

- World Refugee Day 2016
  - Full month of activities. Rebranded WRD Waterloo Region
  - Social media: Website : [www.worldrefugeedaywr.com](http://www.worldrefugeedaywr.com) , Twitter, Instagram and new Facebook page
  - Evaluations will be sent to all partners and wrap up steering group meeting will be held
  - Limited Media coverage

Discussion: Do not want to move away from our involvement especially as we welcome so many people impacted by the Syrian situation, think this is a good community connection event, have many partners to build on, links to CAP and public education and awareness, IP has taken a coordination and leadership role for WRWelcomesRefugees from the rally to the Region’s leadership and partner involvement, lots of media interest, capitalize on key priorities and positive momentum. Idea is to include celebration as part of events – i.e. community celebration of action and welcome of refugees. Need additional staff support or resources and Settle Steering Group is natural partner.

**Action: Janet to advise CCORIC at their December meeting and set up a meeting for interested Belong members and CCORIC planners as well as inviting anyone from Settle to participate in a planning group early January.**

- Immigration Partnership’s response to escalating Refugee situation and local impact of Federal government commitments
  - Tara Bedard, Manager of the Immigration Partnership



- In September community and partner members came together at a Rally for Syria at Kitchener City Hall
- A meeting was organized in October at the Family Centre where sponsors and formal and informal organizations shared what is happening to gain an understanding of who is involved and how others can get involved
- IP Council and Steering Group Chairs determined the IP has a role in coordination and information sharing to the community. Municipal Emergency Preparedness staff connected in.
- A meeting was organized in November with support from a Regional Planner. 80 attendees representing 100 agencies and service providers looking at planning in specific areas – housing, education, health/mental health, language supports, basic needs, settlement, documents, pre-employment - consider anticipated needs, capacity to respond, structure, designated agencies to point public to
- Structured response being organized
- Launching [www.wrwelcomesrefugees.ca](http://www.wrwelcomesrefugees.ca) built off Immigration Partnership portal

Discussion: Iman - Bring Back Hope also has a website [www.bringbackhope.ca](http://www.bringbackhope.ca) and is working to connect sponsors and families, offer translation support. Holding sponsorship information sessions (how to sponsor) and sessions for cultural interpretation (not just considering linguistics)

Ana Luz – KW MultiCultural Centre is also holding sponsoring groups information sessions as well as looking at training for certified interpreters

Sponsorship Agreement Holders – MCC and CLWR – have been holding sessions as well

Focus has been on service preparedness but service providers are not necessarily representing the community or informal partners

Need to be in tune to what is happening in the community – negative rhetoric and comments.

**Action: Call to action to support designated agencies, understand how we all can work together to ease communication but supporting a central information portal for the general public**

- Settle Steering Group motion to approve creation of Refugee Action Group
- Services specifically working with Refugee population have been connecting for a period of time to look at working more collaboratively, consider a possible hub of services. Asking for the creation of an Action Group

Discussion: how has the current situation impacted this planning or need for this service, is this beyond a hub that settlement providers will have with St Louis school downtown.

**Decision: consensus that Action group approved**

#### **4) CAP Update – Progress Report sent with agenda**

##### **Public Education Campaign Action Group, CAP 8.1/ Janet**

- Small funding amount secured to bring forward campaign ‘I am Waterloo Region’ – using key messages – I am a parent, I am your neighbour ...
- 3 draft poster templates developed by graphic designer shared with group
- Members of BSG and SSG present confidentially ranked their preferences
- Public Education Action Group next steps, select poster design, prepare nomination form and add to IP website as well as send to partners
- Hope to launch first poster February 2016

#### **5) Community Updates and Emerging Issues**

- **Connectivity Table, Sue Coulter**

- Connectivity table comes out of Saskatchewan and work with persons experiencing mental health and addictions, table started locally by Waterloo Region Police Services (WRPS) through CARIZON
- It is a case presentation and discussion table for situations of acutely elevated risk, most cases brought by WRPS
- Currently have 30 organizations involved to mitigate risk, members of SSG might have an interest
- Goal is planned intervention within 24-48 hours and to date they have dealt with 99 situations

**Action: Information item for Belong Steering Group**

- **Public Health, Heidi Newton and Dan Vandebelt**

- Public Health is looking at access improvement to PH services and programs for immigrants and refugees
- Conducted literature review and research, met with 60 stakeholder groups, environmental scans
- Developed recommendations for improvement/enhancements that were approved by PH department
- *Summary themes: consistent access to interpretation; address social determinants of health wherever possible such as cost/transportation/childcare; going where newcomers are; increase cultural competence and sensitivity; work collaboratively*
- From recommendations, PH is committing to ensuring interpretation and translation are available as needed and to clearer communication

**Action: Dan to send more information related to PH changes and add item for discussion to January agenda**

- **Reminder of Invitation to BSG and SSG : Equity and Inclusion WCDSB Organizational Presentation, Nov 30<sup>th</sup> 1 – 3 pm, Sir Edgar Bauer School, Janet**
- **Reminder of Invitation to BSG and SSG: New Story Group Belonging Indicators Community meeting, Dec 17<sup>th</sup> Family Centre, Janet**
- **City of Kitchener Neighbourhood Matching Fund – for inclusion and welcome, Janice Ouellette – passed around information brochure**
- **Sponsorship Information Sessions**
  - Iman - Nov 30 Bring Back Hope hosting at Victoria Hills Community Centre 6 pm
  - Ana Luz - Nov 27<sup>th</sup> KWMC hosting at KW Multicultural Centre,

**Action: Janet to resend invitations for E&I presentation on Nov 30<sup>th</sup> and Belonging Indicators meeting on the 17<sup>th</sup> to BSG and SSG members as well as guests today – please RSVP**

## 7) Next IP/BSG Meetings

- Next BSG meeting January 25, 2016 1:30 – 3:30 pm location to be announced
- Action groups will continue to meet