

Draft Belonging Steering Group (BSG) Meeting Minutes

Date:	January 25/16	Location:	Victoria Hills Community Centre, Gym A
Time:	1:30-3:30 pm		
Present:	Fauzia Mazhar (Chair), Iman Arab (Vice Chair), Tom Reitz, Dan Vandebelt , Janice Ouellette, Halyna Tepylo, Nermin Ozdemir, Dianne Boston-Nyp, Asma Alwahsh, Courtney Anne Brewer, Laura Dick, Shazia lilahi, Diana Palmerin Velasco,		
Regrets:	Deb Bergey, Bashir Shabaz, Laura Reidel, Jassy Narayan, Jim Bowman, Lisset Jacinto, Chrissy Orłowski, Veena Kaur		
Guests:	Gebre Beruhin, Kitchener Downtown Community Health Centre		
Staff:	Janet Howitt		

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 shared, Welcome guest Gebre Berihun, Kitchener Downtown Community Health
- Shared names and welcomed new members Deb Bergey, Manager Citizen Service Region of Waterloo; Chrissy Orłowski, Community; Shazia lilahi, Community; Courtney Anne Brewer, CCORIC and also returning member Diana Palmerin Velasco Cultural Diversity Specialist, CKWYMCA. Thanked Robin Tuffin for her coverage of Diana’s position.

2) Review Agenda and Approve Past Minutes

- Reviewed Agenda – added information items
- No Conflict of Interest declared
- Approved November 23, 2105 Belong Steering Group minutes
- Debrief joint Settle and Belong Steering Group Meeting in November– Likes, Concerns, Suggestions –
 - Appreciated hearing about Connectivity Table and Syrian Resettlement; liked shared meeting idea - plan one meeting together per year and concentrate and plan on shared agenda items and keep business minimal; while an annual meeting is good for bigger items should consider inviting someone from Settle to join Belong and vice versa for ongoing information sharing.

Action: Janet to share suggestions with Settle CEC and IP Team

3) CAP Update

- Discussed progress report sent with agenda

Public Education Campaign Action Group, CAP 8.1/ Janet

- From November meeting, poster with highest preference was poster 2 with quilt background
- Suggested changes resulted in redesign, new suggestions made and tweaks still underway with designers
- Goal – have up to 10 posters out in the community, one month at a time, highlighting a community member – contributions or skills, I am your neighbour, I am Waterloo Region

- Next steps: nomination form (can self nominate) on IP website with I am Waterloo Region as the link to survey, with poster design, select 10 people, have photo session and give key messaging
- Current Action Group members/contributors – Tom Reitz, Fauzia Mazhar, Halyna Tepylo, Dianne Boston Nyp, Tracey Jasmins, Bashir Shabaz, Dwight Storing, Almira Hodzic

Action: if you have experience with a nomination process and selection, share ideas with Janet; nomination survey to be uploaded and shared with group, selection committee and criteria to be created' poster to be finalized, Janet and Group

World Refugee Day 2016, members

- Action Group formed with Belong: Diana Palmerin Velasco, Laura Dick, Halyna Tepylo, Nermin Ozdemir, Shazia Iilahi, Chrissy Orlowski Settle: Sharon Schmidt, Katherine Petersen, Kristen Perlock, Priscilla Muzira and CCORIC: Courtney Anne Brewer and IP staff as volunteer members
- Frist meeting held
 - Terms of Reference discussed and possible tasks: partner engagement, communications and promotions and evaluation
 - Local theme determined 'Waterloo Region Celebrates Refugees' – celebrating the arrival, welcome and inclusion that has happened. Thinking of a large community party or event possibly akin to Family Literacy Day held at Conestoga Mall and in Cambridge as well
 - Time impacts: Ramadan starts June 6 – July 6th
 - Email sent to all past WRD partners for information and feedback
 - Laura outlined Family Literacy Day 2016 event – in 14th year, community based, lots of traffic, held in centre of Conestoga Mall from 10 – 4 pm , 22 partner tables with activities, story reading with i.e. elected officials, passports get stamped, entertainment, Mall supports event
 - Diana shared discussions from Cambridge Cultural Diversity Engagement Group - Cambridge Idea Exchange very interested in participating, this is early days for Cambridge involvement so the mall event is not a priority this year (small steps)
- **Discussion: Tom - some mall events not as successful i.e. Heritage event, Fauzia - KW Coalition of Muslim Women is planning an event June 4th, Iman - CCORIC will be holding a launch June 1 at THE MUSEUM – theme celebrating the helpers i.e., sponsors and volunteers etc.; If theme is celebration – a Mall event is about building awareness and might not be the right venue**

Municipal Services Action Group, CAP 9.1/9.2 – Janice, Janet

- Citizenship Ceremonies
 - Exploring ways to partner with Institute for Canadian Citizenship (ICC) <https://www.icc-icc.ca/en/> Building Citizenship program
 - ICC partners to plan local citizenship ceremonies with local partners, specialized set up as have round table discussions on belonging just prior to citizenship ceremony, facilitation by local people. They also offer funding support for ceremony and reception
 - Feel this meets with our objectives. We debriefed Kitchener's last ceremony and our planned reception – would include some children's activities, less speakers and less food are some ideas – more celebratory

- Cities and Region are interested and we are looking at dates, hoping to plan ceremonies throughout the year and encouraging Belong members to participate
- Local democracy presentations to ESL/LINC students
 - Continuing to work with WCDSB and St Louis Schools to bring presentations to classes
 - Next dates February 24th at St Louis Gatewood campus and March 24th at Kitchener City Hall with two classes from St Mary's campus
 - Next steps: connect with other ESL/LINC providers to discuss presentations

Action: Diana and Janet to connect on possible presentations for Cambridge

- **Organizations, Parenting and engaging School Boards, 10.1-10.3/Fauzia**
 - Reviewed work to date and discussed how to proceed from here
 - Have had three presentations – WRDSB, WCDSB, Region of Waterloo, provided question set to frame presentation and invited members of Settle group to participate as well, attendance has not been good
 - Discussion: need follow up and ways to identify gaps and report back to presenters, do we need to continue presentations i.e., hearing from other organizations at our own table – Cities of Kitchener, Waterloo and Cambridge for instance; can we task a new Action Group to look at this and report back ideas; need to get any messaging beyond this group – what are mechanisms: video, event; larger audience can be informed, celebrate and motivate; maybe an E&I conference; could nominate for awards i.e., Chamber of Commerce; have impact reports – promising practise and progress on efforts; there are campaigns i.e. age friendly or youth friendly question is are you a youth friendly city? Are you an immigrant/refugee friendly organization? Look at 10 – 20 organizations, interview, lit review , compile
 - **Decision: continue to invite presentations with the same question set, need to know what in any integrated programs applies to immigrants and refugees and set up an Action Group**
 - New Story Group – CEC is active with this community group, they have been working on a Belonging Indicators project – research completed and 5 themes identified with indicators in theme area that fosters belonging. Presenting themes and indicators to sector specific groups for feedback. Dec 17 session held for immigrants, refugees and racialized groups invitation sent to BSG and SSG members. The work of this group could help with our organizational work.
- **Action: Janet to invite interested members to meet and form an Action Group, can also identify organizations to present and Janet to set up schedule**

4) Community Updates and Emerging Issues - ALL

- **Canadian Arab Women's Association, Asma Alwalsh**
 - Asma has completed leadership programs in the community, identified that many Arab women not engaged in the broader community
 - Received funding from KW Community Foundation and United Way to start Canadian Arab Women's Association – a peer support model to decrease isolation, offer social support and ways to get to know the community
 - Meet at Victoria Hills Community Centre, have had first meeting with 20 women – provide childcare, bus tickets
 - In 2011 census, 2,000 women in Waterloo Region identified as Arabic speaking, Dan

- **Action: Bring Back Hope to connect with Asma, Asma to share flyer with Janet to to share**
- **Action: Asma to connect with BSG members about collaboration-venues, tours, presentations and upcoming sessions as needed**
- **Health and Belonging Survey, Kitchener Downtown Community Health Centre, Gebre Beruhin**
 - 2015 provincial Community Health Week theme 'Community Belonging and Health Impacts'
 - Developed 5 question survey offered over a week to people attending at KDCHC for clinics and programs, 174 responded
 - Questions: What does belonging mean; major benefits of belonging to health; what needs to happen to improve feelings of belonging; how does KDCHC promote belonging; and how can KDCHC improve?
 - Results important to all organizations for their work.
 - **Action: Gebre to share survey results document to go out with minutes**
- **Bring Back Hope/Syrian Resettlement, Iman**
 - Very busy
 - Offering services and supports to refugees and private sponsors, including groups of five
 - Have been involved with Arabic 101 crash courses for many interested community members, presentations on Syria and refugees including history and culture, expectations, health and mental health
 - Offering holistic interpretation training and support to Arabic speakers and non-Arabic speakers
 - Matching volunteers to refugee families
 - Regional Resettlement information at www.wrwelcomesrefugees.ca
- **Volunteer Action Centre, Dianne**
 - 11th annual Volunteer Impact Awards, nomination deadline Feb 7th, awards gala April 13th 2016 – catchment KW and townships.
 - Categories Youth, Individual, Group, Leadership
 - Contact Dianne for more information Dianne@volunteerkw.ca or see website www.volunteerkw.ca
- **New Story Group, Janet**
 - As discussed in CAP update
- **29th Working Centre Mayors Dinner, Janet**
 - Jassy Narayan and Ari Ariaratnam are the nominees for this year's recognition!!!!
 - *Celebrating Ari's and Jassy's commitment to supporting immigrant women and refugees in Kitchener-Waterloo by celebrating these stories of early beginnings, immigration, integration and inclusion.*
 - Saturday April 2, 2016 at Marshal Hall, Bingemans , Kitchener Tickets \$100
 - **Action: RSVP before March 14th, 2016. For more information, please call Kara at 519-743-1151 x119, or email mayorsdinner@theworkingcentre.org.**

5) Next IP/BSG Meetings

- **Next BSG meetings * note due to stat holidays moving to third Monday for next two meetings**
 - **March 21, 2016 1:30 – 3:30 pm** Victoria Hills Community Centre
 - **May 16, 2016 1:30 – 3:30 pm** location to be announced



- Possible last meeting before summer break June 13th 1:30 – 3:30 pm date, to be decided
- No Steering Group meetings scheduled in July and August, Action groups will continue to meet

Belonging Steering Group (BSG) Meeting Minutes

Date:	March 21, 2016	Location:	Victoria Hills Community Centre, Gym A
Time:	1:30-3:30 pm		
Present:	Fauzia Mazhar (Chair), Iman Arab (Vice Chair), Dan Vandebelt , Halyna Tepylo, Nermin Ozdemir, Shazia Iilahi, Diana Palmerin Velasco, Jassy Narayan		
Regrets:	Tom Reitz, Deb Bergey, Bashir Shabaz, Laura Reidel, Laura Dick, Jim Bowman, Lisset Jacinto, Chrissy Orlowski, Veena Kaur, Janice Ouellette, Courtney Anne Brewer, Asma Alwahsh, Dianne Boston-Nyp		
Guests:	Rebecca Florence, City of Kitchener; Audrey (Okjoo) Tam and Kimberly Misener, Placement students Volunteer Action Centre; Colleen Sargeant James, Community member and Region of Waterloo Regional Councillors office		
Staff:	Janet Howitt		

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1) Welcome

- Regrets shared, Welcomed guests
- Colleen James is hoping to join our table, a guest today

2) Review Agenda and Approve Past Minutes

- Reviewed Agenda – added information items
- No Conflict of Interest declared
- Approved January 2016 Belong Steering Group minutes

Action: Diana Palmerin Velasco will attend the Settle Steering Group meetings on behalf of the Belong Steering Group as she is able, Janet to make connection with Settle CEC Daniella McIntosh. Settle meets 5 – 6 times per year, meetings not scheduled ahead

Action: Janet to advise Settle CEC that we would like to plan and annual joint meeting – minimal specific agenda items, possibly last meeting of the year

3) Syrian Preparedness Resettlement Update, Iman and Fauzia

- Initial presentation at joint Settle/Belong meeting in 2015
- Federal government committed to resettling 25,000 refugees fleeing Syrian conflict residing in Jordan, Lebanon and Turkey
- Reviewed Waterloo Region resettlement response, structure, leads, reporting and working group focus areas
- Weekly Resettlement prepared briefing notes have been shared via email since last BSG meeting giving current snapshot of numbers
- Current needs: Housing for government assisted refugees, majority of arrivals locally; encouraging a wrap around support model akin to private sponsorship for government assisted refugees; encouraging continuing community support; Arabic speaking therapists and trauma counselling and response of ‘mainstream’ and specialized groups
- Current and future needs: Community integration and support. This is one of the work groups in the resettlement strategy and we need to understand how our work and scope overlap.

- What is the sustainability plans for the resettlement model and how do we not lose good work and new partnerships, what is the advocacy role.
- We can look at this group/work as a threat or an opportunity
- Some people feeling out of the loop. Not all BSG members on various topical action groups

Action: Janet to invite chair of Community Integration work group to Belong Steering Group

Action: Janet to share group's questions and concerns on sustainability and role of Belong Steering Group – What are the next steps and plans for wind down of resettlement structure and action groups? How will work continue to move forward and how will Steering Groups be engaged? What are the communication methods planned to ensure clarity and understanding?

4) CAP Update

- Discussed progress report sent with agenda

Public Education Campaign Action Group, CAP 8.1/ Janet

- Poster selected and designed – I am Waterloo Region
- Nomination process completed – 32 Responses
- Current Public Education Action Group (PEAG) members/contributors – Tom Reitz, Fauzia Mazhar, Halyna Tepylo, Dianne Boston Nyp, Tracey Jasmins, Bashir Shabaz, Almira Hodzic Resource members: Dwight Storrington

Action: PEAG Next steps: select 10 – 12 people, advise all nominees, secure photographer(s), have photo session and give key messaging, design initial poster for launch, plan launch event, advertise and distribute. Photograph and collect stories of all nominees for IP website.

World Refugee Day 2016, members

- Action Group formed with Belong: Diana Palmerin Velasco, Laura Dick, Halyna Tepylo, Nermin Ozdemir, Shazia Iilahi, Settle: Sharon Schmidt, Katherine Petersen, Kristen Perlock, Priscilla Muzira and CCORIC: Courtney Anne Brewer and IP staff as volunteer members
- Planning meetings happening, next meeting April 4 2- 4 pm at Victoria Hills Community Centre
- Lots of ideas and discussion on events and promotion
- Communications group – setting up website, twitter account and facebook. Plan to have business card with links in community, keep website updated. Cambridge is planning some events.

Municipal Services Action Group, CAP 9.1/9.2 – Janice, Janet

- Citizenship Ceremonies
 - Still exploring ways to partner with Institute for Canadian Citizenship (ICC) <https://www.icc-icc.ca/en/> Building Citizenship program to hold local Belong themed citizenship ceremonies across the Region
 - Cities and Region are interested and we are looking at dates, hoping to plan ceremonies throughout the year and encouraging Belong members to participate
- Local democracy presentations to ESL/LINC students
 - Continuing to work with WCDSB and St Louis Schools to bring presentations to classes

- Next dates and March 24th at Kitchener City Hall with two classes from St Mary's campus
- Now connected with Conestoga College LINC program, presenting to two classes at Doon campus April 6th

Action: Diana and Janet to connect on possible presentations for Cambridge

- **Organizations, Parenting and engaging School Boards, 10.1-10.3/Fauzia**
 - Small group was coming together, meeting put on hold, plan to reschedule now
 -
- **Action: Janet to invite interested members to meet and form an Action Group, can also identify organizations to present and Janet to set up schedule**

4) Community Updates and Emerging Issues – ALL

- **New Story Group**
 - Halyna is our new representative and they had a meeting this morning
 - Focus on belonging and diverse membership
 - They been working on developing Belonging Indicators – research completed and 5 themes identified with indicators in theme area that fosters belonging. Presenting themes and indicators to sector specific groups for feedback. Session was held Dec 17 for immigrants, refugees and racialized groups invitation sent to BSG and SSG members (facilitated by CEC and Muslim Social Services)
 - Larger meeting planned for September
 - They have applied for KW Community Foundation grant and are proceeding ethics approval
- **Bring Back Hope/Syrian Resettlement, Iman**
 - Very busy - Offering services and supports to refugees and private sponsors, including groups of five
 - Participating in developing and leading Refugee Trauma 101 course at WLU http://legacy.wlu.ca/news_detail.php?grp_id=0&nws_id=15119
 - Regional Resettlement information at www.wrwelcomesrefugees.ca
- **City of Kitchener**
 - Neighbours Day, June 11- large community event
 - Need diverse members on Neighbourhood Strategy Advisory Committee

Action: Rebecca to send more information on the Advisory Committee recruitment
Action: Janet to share with Graduates of Leadership programs through KW Counselling and CCORIC as well as through the IP
Action: Jassy offered to act as mentor and coach for new Advisory Committee members
- **City of Waterloo**
 - Hiring a part time Community Engagement Coordinator who will participate with Belong Steering group
 - Launching a Neighbourhood strategy and interested in working with Belong Steering Group to support this – early days

Action: Janet to connect with Jim Bowman to meet new staff, invite them to next BSG and invite presentation on Neighbourhood Strategy

- **Region of Waterloo**

- Nermin discussed changes pending in Regional programming including Family Outreach workers, Counselling, Child Care programs and Parenting programs – cutting programs and funding
- What is impact on vulnerable people and families, including newcomers?
- What is rationale? Consistency, efficiency, cost saving, impact of recent KPMG report to Council?

Action: Janet to gather more information and share with group, possible presentation

- **YMCA, Cambridge**

- Diana shared that a bus load of Government Assisted Refugees toured Cambridge, met with Mayor and community leaders including Imam and Muslim leaders and Cambridge Islamic school
- These are folks currently staying at the Howard Johnson and considering Cambridge as a site to settle in
- May 19th an event will be held at Cambridge City Hall, Bowman Room, discussing benefits of diversity

Action: Diana to share more information on May 19th event

- **29th Working Centre Mayors Dinner, Janet**

- Jassy Narayan and Ari Ariaratnam are the nominees for this year's recognition!!!!
- *Celebrating Ari's and Jassy's commitment to supporting immigrant women and refugees in Kitchener-Waterloo by celebrating these stories of early beginnings, immigration, integration and inclusion.*
- Saturday April 2, 2016 at Marshal Hall, Bingemans , Kitchener Tickets \$100
- **Action: For more information, please call Kara at 519-743-1151 x119, or email mayorsdinner@theworkingcentre.org.**

5) Next IP/BSG Meetings

- **Next BSG meetings * note due to stat holidays moving to third Monday for next meetings**
 - **May 16, 2016 1:30 – 3:30 pm location to be announced**
 - Possible last meeting before summer break June 13th 1:30 – 3:30 pm date, to be decided
 - No Steering Group meetings scheduled in July and August, Action groups will continue to meet

Belonging Steering Group (BSG) Meeting Minutes

Date:	May 16, 2016	Location:	Albert McCormick Arena, Beaupre Room
Time:	1:30-3:30 pm		
Present:	Fauzia Mazhar (Chair), Dan Vandebelt, Halyna Tepylo, Nermin Ozdemir, Jassy Narayan, Deb Bergey, Bashir Shabaz, Janice Ouellette, Colleen Sargeant James, Pamela Albrecht		
Absent /Regrets:	Iman Arab (Vice Chair), Tom Reitz, Laura Reidel, Laura Dick, Lisset Jacinto, Chrissy Orłowski, Veena Kaur, Courtney Anne Brewer, Asma Al-wahsh, Dianne Boston-Nyp, Shazia Iilahi, Diana Palmerin Velasco, Jim Bowman		
Guests:	Janet Standen, City of Waterloo: Neighbourhood Strategy		
Staff:	Janet Howitt, Tara Bedard, Michelle Martin		

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 shared, Welcomed guest Janet Standen – City of Waterloo, Michelle Martin – new Immigration Partnership Social Planner
- Welcome new members Pamela Albrecht, Community Outreach with City of Waterloo (reports to Jim Bowman) and Rebecca Florence, Community Engagement, City of Kitchener (back up for Janice Ouellette)

2) Review Agenda and Approve Past Minutes

- Reviewed Agenda – added information items
- No Conflict of Interest declared
- Approved March 2016 Belong Steering Group minutes with amendments

Action: Janet to confirm with new Settle CEC that we would like to plan and annual joint meeting – minimal specific agenda items, possibly last meeting of the year

3) City of Waterloo Neighbourhood Strategy, Janet Standen

- Power Point presentation
 - Want involvement and voice and best initiatives come from neighbourhoods
 - City of Waterloo creating corporate strategy based on community input
 - Themes: neighbourliness, sense of belonging, inclusivity, social connections, place making,
 - Jim Bowman is Project Champion and they are allotting 18 -24 months to report back to Council
 - Specifically forming a Resident Council (focus group) with 30 – 50 Waterloo residents – application process in summer. Will meet 8 – 12 times over length of project
- Discussion
- Jassy – have heard that Wing 404 and Adult Rec Centre closing – these are important spaces for older residents
- Jassy – some neighbourhoods need facilitation support and resources to engage i.e. transportation and child care – is this built in?
- Waterloo has many ethno specific groups how are they engaged? There is a strong international student presence as well.

- Can IP have a served seat on the panel?

Action: Janet to invite chair of Community Integration work group to Belong Steering Group

Action: Janet to share power point presentation with minutes

Action: members to encourage Waterloo residents to apply to resident panel when able to

4) CAP Update

- Discussed progress report sent with agenda

Municipal Services Action Group, CAP 9.1/9.2 – Janice, Pamela, Janet

- Local democracy presentations to ESL/LINC students
 - Continuing to work with WCDSB and St Louis Schools to bring presentations to classes. Upcoming dates May 18th City of Waterloo City Hall with LINC class from Lincoln Rd location and May 25th at Kitchener City Hall with ESL classes from St Mary's campus and LINC classes from Conestoga program at 800 King St West. Both at 9:30 am and in Council Chambers.
 - All BSG members invited to attend and sit in if interested
 - Briefly reviewed created Prezi presentation– there are three presentations as most content the same but some specific city information
 - Still pending a Cambridge connection to facilitate presentation
 - Discussion: connect with Citizenship prep classes at St Louis and YMCA, also other programs where there might be interest i.e. Healthy Lifestyle program
 - There is a graphic to identify that the Regional call centre has language line

Action: Diana and Janet to connect on possible presentations for Cambridge

Deb to send language line graphic to Lee Ann Wetzel to add to Prezis

Janet to follow up on other potential audiences

Public Education Campaign Action Group, CAP 8.1/ Janet

- I Am Waterloo Region Nomination and selection process completed – selected 12 faces of Waterloo Region
- Currently photos and stories being gathered, posters being prepared
- **First poster will launch at Immigration Partnership Community Forum June 17th from 9 – 12 at CIGI**
- Posters and story will launch monthly (mid month)
- Other nominees have been contacted and their stories will be gathered and also added to website

Action: PEAG Next steps: complete stories for website, 12 templates completed for website, media screens and print distribution, order first set of print posters and I am Waterloo Region buttons, press release and media partner contacts.

I Am Waterloo Region – Celebrate

- Initial pull up banners of various faith groups in Waterloo Region completed, includes an intro banner with Welcome in many languages
- Financial support from Region of Waterloo and content support from Interfaith Grand River. When completed three sets of banners will be available for free for community use
- Thanks to the great work of Waterloo Region Museum staff
- Launched at community Interfaith Prayer Breakfast, May 4, 2016

- Goal to launch all banners for December 2016

Action: Tom - When banners complete to bring to upcoming BSG meeting for viewing

World Refugee Day 2016

- Many events coming together for list see Website www.worldrefugeedaywr.com and Facebook World Refugee Day WR
- Promotion – business card directing to website, posters, media release
- Thanks to Halyna Tepylo, Nermin Ozdemir, Courtney Anne Brewer, Kristen Johnson-Perlock (KPL) and Tamara Louks (Cambridge Idea Exchange) for all their amazing communication support

Action: All – attend and promote events through the month

All - tweet #WRCelebratesRefugees

All - if you want any posters or business cards contact Janet jhowitt@regionofwaterloo.ca or 519.575.4757.3163

- **Organizations, Parenting and engaging School Boards, 10.1-10.3/Fauzia/Janet**
 - Small group was coming together, meeting put on hold, plan to reschedule now
 - KW Counselling Parenting Education project completed and final report available, they would like to attend BSG meeting to present (June 13th)

Action: Janet to invite interested members to meet and form an Organizational Change Action Group

4) Community Updates and Emerging Issues and Discussion – ALL

- **Settle Steering Group (SSG) /Janet**
 - Diana attended the last meeting on behalf of Belong Steering Group (BSG) – shared updates on work of BSG, appreciated attending and discussion
 - SSG was discussing the Immigration Partnership Syrian Fund – what this means to refugees from other countries, preparing letter for IP Council to advocate for change in fund mandate and name
- **New Story Group (NSG) /Halyna**
 - Focus on belonging and diversifying membership
 - Developing Belonging Indicators – research completed and 5 themes identified with indicators in theme area that fosters belonging. Presenting themes and indicators to sector specific groups for feedback. Upcoming sessions: 1) Belonging and Faith Communities May 31 9 am at Emmanuel United Church, Waterloo – Janet co-facilitating; 2) Homelessness; 3) Persons with Disabilities
 - Community meeting planned for September
 - They have applied for KW Community Foundation grant to continue Indicators research, collating data and preparing tool for organizations to utilize.
- **Immigration Partnership /Tara**
Community Forum planned for June 17, 2016 9 – 12 pm
 - Leveraging all the momentum in the community, best learnings and what goes forward
 - CAP is wrapping up 2016 – what can come next, what are the needs of the different group going forward focussing on immigrants, refugees, claimants and other groups, other Canadians

- Will utilize our previous evaluation and comments
- For further information and registration: <https://www.eventbrite.ca/e/waterloo-region-immigration-partnership-community-forum-2016-registration-25436816202>
- Discussion- with many private sponsor groups not receiving their sponsored families – is the IP Council advocating on their behalf?
- Syrian Resettlement strategy needs to change narrative from arrival/settle to belong and living in the community
- How will we respond to next planned 25,000 arrivals by end of the year?

New Partnerships

- 1) CCBR, local research group, has received funding to continue research <http://www.communitybasedresearch.ca/Page/View/PDG> into role of faith communities and settlement, looking at how formalized services connect with faith communities to support settlement.
- Current research: Winnipeg, Mississauga, London, Region of Waterloo,
- Will engage through IP and partners can model any new initiatives of engagement and best learnings
- 2) As a result of capacity concerns to support research and evaluation for organizations, becoming more effective and efficient
- Connecting organizations with universities and student interns and support – community learning initiative
- Overview at Community Forum June 17th

● **City of Kitchener /Janice**

- Kitchener Youth Awards first week in May – well attended and nominations of newcomer youth – great event
- Kitchener Neighbourhood Strategy – many ways to share thoughts and insight, focus groups and in communities of interest – look for events happening with street teams
- Neighbours Day, June 11- large community event across the city
- Need diverse members on Neighbourhood Strategy Advisory Committee as well as other advisory committees – recruiting starts early Fall
- City staff offered onsite programming with Syrian government assisted refugees living at Howard Johnson hotel, now helping with city camp registration
- Planning Party in the Park on June 22 for all recently settled families

Action: Janice will send promo information on Party in the Park to Janet

Action: Janice will send any updates on Neighbourhood strategy opportunities and Advisory Committee recruitment

Action: Janet to share with Graduates of Leadership programs through KW Counselling and CCORIC as well as through the IP

Action: Jassy offered to act as mentor and coach for new Advisory Committee members

● **YMCA, Cambridge /Janet**

- Diversity Discourse in Cambridge Part 1 planned for May 19th from 9 – 12 at Cambridge City Hall, Bowman Room, discussing benefits of diversity
- Space still available if interested contact Diana dpalmerinvelasco@ckwymca.ca

● **Attawapiskat Fundraisers /Jassy**

- Jassy Narayan attended this community event that raised over \$20,000 for schools and youth in Attawapiskat – excellent

- **Coalition of Muslim Women of KW /Fauzia**

- Held first annual Inspiring Women Awards in April, ‘friend-raising event’ that recognized five women including Iman Arab and Brenda Halloran (Friend of the Coalition)
- Money raised went to IP Syrian fund
- **Free community event June 4th 1 – 7 pm at Kitchener City Hall ‘Meet the Men who Stand Beside Us’- male allies panel, bazaar, food, music**
- **Illuminate Art Exhibit ‘Identity’ at THE MUSEUM with World Refugee Day Art exhibit June 1 – 26th. Meet the artists and launch June 11th**

5) Other Announcements ☹

- **Fauzia Mazhar – Thank you for your service, passion and commitment**

- Fauzia announced, with regret, her decision to step down as Chair of BSG as of today’s meeting and that she plans to leave the BSG, *‘I am honoured and happy to have had this opportunity. I have had changes in my new work role that are not directly related with this work which makes it hard to continue. Thank you all so much’*
- Vice Chair Iman Arab will assume the role of Chair and nominations will be held for new Vice Chair

- **Janet Howitt**

- Janet announced that she will be leaving her job with the Immigration Partnership in late June to take on a new position with the Delton Glebe Centre, Waterloo, *‘Thanks to everyone for all your work and commitment to the Belong Steering Group and our work. It has been a pleasure and privilege to work with you all!’*

6) Next IP/BSG Meetings

- **Next BSG meetings * note due to stat holidays moving to third Monday for next meetings**

- **June 13th 1:30 – 3:30 pm at Victoria Hills Community Centre – join us for food and social time. Tentative Agenda**
 - Update from the Syrian Resettlement Community Integration table
 - Report from KW Counselling Parenting Education Community Project
 - Celebration of Fauzia Mazhar’s contribution to the BSG and the Immigration Partnership as well as Janet’s last meeting
 - Nominations for Vice Chair
- No Steering Group meetings scheduled in July and August, Action groups will continue to meet as needed
- IP Community Forum June 17th 9 – 12 pm at CIGI for further information and registration: <https://www.eventbrite.ca/e/waterloo-region-immigration-partnership-community-forum-2016-registration-25436816202>
- World Refugee Day events throughout the month of June starting June 1 at 5 pm Launch at THE MUSEUM www.worldrefugeedaywr.com

Belonging Steering Group (BSG) Meeting Minutes

Date:	June 13, 2016	Location:	Victoria Hills Community Centre, Kitchener
Time:	1:30-3:30 pm		
Present:	Iman Arab (Chair), Fauzia Mazhar, Nermin Ozdemir, Jassy Narayan, Deb Bergey, Bashir Shabaz, Janice Ouellette, Pamela Albrecht, Tom Reitz, Courtney Anne Brewer, Shazia Lilahi, Diana Palmerin Velasco, Dianne Boston-Nyp		
Absent /Regrets:	Laura Dick, Lisset Jacinto, Chrissy Orlowski, Veena Kaur, Asma Al-wahsh, Jim Bowman, Dan Vandebelt, Halyna Tepylo, Colleen Sargeant James		
Guests:	Lucia Harrison, Pamela Rojas and guest		
Staff:	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

- Regrets shared, Welcomed guest Lucia Harrison Co Chair of Community Integration and Language Supports Table of Syrian Resettlement effort, Pamela Rojas and Guest of the Pomegranate Mural Initiative

2) Review Agenda and Approve Past Minutes

- Reviewed Agenda – Brought forward Lucia’s presentation
- No Conflict of Interest declared
- Approved May 2016 Belong Steering Group minutes

3) Community Integration and Language Supports (CILS) Table and the Belong Steering Group, Lucia Harrison

- Priorities set for community response to Syrian arrivals and resettlement at Community Forum in Fall 2015
- Members include Reception House, City of Kitchener, IP, KPL and WPL, Conestoga College, St Louis, Interfaith Grand River, SPECTRUM, Coalition of Muslim Women of KW, Muslim Association of Canada, ShamRose for Syrian Culture, Bring Back Hope, YMCA, KW Multicultural Centre
- Language supports (LS) and actions related to translation and interpretation going well, CI is more ambiguous and there is a matrix of identified issues, long list and some are being taken care of by others, some align with Settle and some with Belong
- No end date in the mandate although some of the tables are wrapping up i.e. housing
- Group is questioning whether they should continue to meet and are they overlapping with other groups, less attendance, next meeting June 22
- Mix of opinions, some want to do more investigation into belonging – need a definition

Discussion

- Jassy: at the beginning of the Immigration Partnership, we questioned why and how newcomers are not and could be involved in civil society. The Syrian resettlement structure has brought the discussion back to what IP was for although the focus has been on settle. There is a sense if

urgency. What is the link between belonging and integration, we need to look at this parallel process.

- Janice: CILS members/organizations are represented on Belong as well. Could refugee piece be an action group of the BSG?
- Need to start a dialogue with CILS to understand the pressing issues they have identified
- We see some overlap and would like to reach out to CILS, BSG needs to make the outreach effort
- Janet: our CAP ends in 2016, timely to be engaging with this other table
- Belonging is a theme in the community: The Community Foundation, the New Story Group, Bridges to Belonging (former Facile)
- Jassy: In meeting with CILS we have to be clear what might be for the settle group etc. and not take on others work

Action: Janet to attend June 22nd CILS meeting and express our interest to connect and invite interested members to attend a meeting with BSG members. Janet will also share BSG definition of belonging with CILS. Lucia would be available to facilitate if necessary.

Recommend: Settle Steering group consider meeting with CILS as well especially related to language supports

Recommend: Another full community forum, like the Fall event, to share learnings and challenges of Syrian resettlement process

4) Immigration Partnership Update

- Immigration Partnership Community Forum planned for June 17, 2016 9 – 12 pm. For further information and registration: <https://www.eventbrite.ca/e/waterloo-region-immigration-partnership-community-forum-2016-registration-25436816202> We are launching the I am Waterloo Region campaign
- Staffing – Dan Vandebelt is the new Community Engagement Coordinator, replacing Daniella McIntosh and supporting the Settle Steering Group. **Dan has out a call for a new Public Health representative to join the BSG**
- Michelle Martin, Social Planner at the IP, is working on evaluation and forming an evaluation committee. A member of the BSG is invited to join. **Janet to send information on the committee with the minutes for members consideration**
- As Iman has assumed the role of Chair, we are looking for a Vice Chair. A call for nominations with the roles and responsibilities listed in the Governance document was sent out but there were no replies. Timeline would be to have a Vice Chair for September meeting. Comment that past Chair should be invited to Council, to encourage and recognize leadership development.

Action: Janet to send a call for nominations with the roles and responsibilities information again

5) CAP Update

- CAP document shared with group to consider which items we have moved on and discuss ideas of what could carry over
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- Strategic Direction 8 Increase public awareness of the value of a diverse and welcoming community
 - Overarching Goal: A culture of inclusivity in a diverse and welcoming community
 - 8.1 Develop and implement a public education campaign to increase cultural sensitivity
 - 8.2 Increase understanding and respond to issues of immigrant isolation
- Discussion:

- Campaign launching June 17th, 12 selected nominees. Posters will be released month to month. Article in WR Record on June 18th. Anticipate this is a longer term commitment and could be an ongoing campaign
- World Refugee Day – we have provided planning, coordination and promotional support in 2015 and 2016 working with many partners. www.worldrefugeedaywr.com
- I am Waterloo Region – Celebrate: supported the development of the 8 Interfaith pull-up banners, celebrate the diverse faith communities in Waterloo Region. Launched at Interfaith Prayer Breakfast May 4th – available for free community use
- Previously were working to connect with Ethno-cultural groups to build connections and support various communities, idea needs, share resources.

- Strategic Direction 9 Promote civic education, participation and leadership for immigrants
 - Overarching Goal: A cohesive community with an inclusive civic identity and enhanced immigrant participation in civic affairs
 - 9.1 Develop an initiative to increase immigrant awareness of services provided by Municipal/ Regional government and the school systems
 - 9.2 Strengthen immigrant participation in the Municipal process
 - 9.3 Create/enhance immigrant leadership development programs
- Discussion:
- Have developed a great interactive PREZI based presentation on Municipal government and local democracy. Links established with LINC and ESL providers – St Louis and Conestoga College and many presentations have taken place. Still need a Cambridge connection. Presentation well received. Presenters are Regional and City Staffers: Lee Ann Wetzel/Regional Clerks, Janice Ouellette/Rebecca Florence' Jim Bowman/Pamela Albrecht. Presentation is framed in belonging and opportunities to be engaged.
- We completed Diversity Counts report
http://www.immigrationwaterlooregion.ca/Diversity_Counts_May_14.pdf to investigate representation of visible minorities in leadership positions and make recommendations – how is that used?
- We know there are newer leadership development programs: KW Counselling, Coalition of Muslim Women of KW, Mental Health project at Kitchener Downtown Community Centre and Volunteer Action Centre EPYC plus Leadership Waterloo Region, Capacity Canada and resources including Step Up to Leadership. What are the opportunities for their graduates and how can we support the increase of visible minority leadership?
- 9.3 is priority - Ideas to continue this action with partners and create a data base of leaders, help to place people in boards and develop leaders and opportunities. What is the capacity of local boards? Can funders i.e. the United Way, tie diverse boards to funding?

- Strategic Direction 10 Promote community-wide organizational change to ensure inclusive practices
 - Overarching Goal: Organizational practices that facilitate full immigrant participation in political, economic, social and cultural life
 - 10.1 Support organizations to enhance, develop and/or implement inclusive practices
 - 10.2 Share strategies and develop initiatives for parenting in a new society
 - 10.3 Strengthen partnerships with school boards to ensure that immigrant and refugee children are welcomed and encouraged

- Discussion:
- Have had some organizations present, need to gather data and ask other organizations to present
- Still pending organization of Organizational Change Action Group with external members as well i.e. from other steering groups and Council
- 10.1 relates to 9.3 as changes in organizations could be related to board membership and also relates to Work Steering Group and hiring practices
- 10.2 and 10.3 also relate to 8.2 reducing isolation
- KW Counselling project on designing parenting education has wrapped up and they will bring their report to our September meeting – this could lead to specific actions
- School boards have actively engaged in Syrian resettlement – focus on student welcome and inclusion and positive development, staff training, ESL development, connecting with parents and sponsors etc. What are best practises and learnings and how do we continue this?

6) Community Updates and Emerging Issues and Discussion – ALL

- **Response to Waterloo Regional Police and Black Men /Jassy**
 - Marcia Smellie of Canadian African Community has written articles about the police stopping and carding Black men in Waterloo Region. The frequency is akin to the City of Toronto with a much larger population. Renison University College staff (Kathy Hogarth and Santiago Grande) and Marcia Smellie, organized a community meeting with WRPS to voice objection. Now a citizens group is forming to look at police racist practices toward Black and Aboriginal peoples. **Jassy will attend and update the BSG.**
- **New Story Group (NSG) /Janet**
 - The group is reviewing developed Belonging Indicators and the Belonging and Faith Communities session was held May 31 9 am at Emmanuel United Church, Waterloo. Janet co-facilitated. Sessions with various sector groups have been held and information will be compiled.
 - Community meeting planned for September
- **City of Kitchener /Janice**
 - City of Kitchener Age Friendly Committee has a survey – online and paper – that they would like to get into New Canadians hands, looking for support and suggestions
 - Jassy suggested KW Counselling

Action: Janet to send links to Veena Kaur and Georgina Barros from KW Counselling to Janice, Janet can also connect to Interfaith Grand River

- **Bridges to Belonging /Janet**
 - Former Facile, now rebranded as Bridges to Belonging has launched a We Belong WR campaign and invited the BSG to participate. Their Director is Cameron Dearlove
 - Janet reviewed the invitation to share stories <http://www.bridgestobelonging.ca/>
<http://www.bridgestobelonging.ca/community-advocacy/we-belong/>
 - Recommendation to share story of I am Waterloo Region campaign and the amazing people we have met

Action: Janet to share invitation letter with group and let Cameron know about the campaign as we launch

- **Waterloo Neighbourhood Strategy/Pamela**
 - As presented at last BSG meeting, the application for the Resident's panel will be available late summer, please encourage Waterloo residents to join
 - Recommend that the City post application and job description through Volunteer Action Centre as well contact: Dianne@volunteerkw.ca

5) Social Time and big thank you to Fauzia Mazhar, stepping down as Chair and BSG member and Janet Howitt, leaving the Immigration Partnership

- Pamela Rojas and the Pomegranate Mural Initiative have created a canvas mural that has been painted throughout the month of June to symbolize welcome in the Region. IP has provided some financial support. Mural on canvas and will be available for use and display for free
- Look for information on Belong Steering Group staffing and coverage
- Have a great summer and support the World Refugee Day happenings, the I am Waterloo Region campaign and all other immigrant/refugee/asylum seeker happenings
- ☺

6) Next IP/BSG Meetings

- **Next BSG meetings**
 - **Monday September 26, 2016 1:30 to 3:30 pm. Location to be determined**
 - Action groups will continue to meet as needed
- **Next Immigration Partnership Council meeting June 27th 10:30 – 2 pm**

Belong Steering Group (BSG) Meeting Minutes

Date:	September 26, 2016	Location:	Victoria Hills Community Centre, Kitchener
Time:	1:30-3:30 pm		
Present:	Iman Arab (Chair), Colleen Sargeant James, Janet Howitt, Mary Mueller, Nermin Ozdemir, Tom Reitz, Luke Moyer, Dianne Boston-Nyp, Pamela Albrecht, Marla Pender, Asma Al-Washsh and Lynn Schulze		
Absent/ Regrets:	Courtney Anne Brewer, Kelly Kipfer, Deb Bergey, Halyna Tepylo, Jassy Narayan, Bashir Shabaz, Shazia Ilahi, Lisset Jacinto and Chrissy Orlowski.		
Guests:	Katia Myers, Mojden Jaber		
Staff:	Tara Bedard, Michelle Martin, Pauline Peng and Diana Palmerin		

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, Introductions

- Regrets shared, Welcomed guests Katia Myers and Mojden Jaber
- Courtney Anne Brewer (CCORIC) has started her maternity leave

2. Review Agenda and Approve Past Minutes

- Reviewed Agenda
- No conflict of interest declared
- Approved June 2016 Belong Steering Group minutes

3. Community Action Plan (CAP) Evaluation and Planning

Michelle Martin, Social Planner at the Immigration Partnership (IP) gave a presentation on the analysis and evaluation process of our previous CAP as well as an explanation of the process to develop a new CAP for the next three years. Michelle invited members of the BSG to join the task group that will be meeting on October 19, 11.30am-1.30pm to further analyse and discuss the development of the new CAP.

Action: Diana to share invitation to join the task group and send Michelle’s contact details for questions regarding the process for the new CAP.

Analysis of the current CAP / Discussion:

Mary: there seem to be a lot of actions

Tom: it also appears that there are no opinions to stop what we have been doing. Regarding direction 10.2 Share strategies and develop initiatives for parenting in a new society, what have we done to move it forward?

Asma: the need is there, especially with the influx of Syrian refugees. Women want to talk about parenting; it is a very important point.

Mary: Early Years has done a lot. Is it only for those with young children? Is this direction the IP’s work or not?

Iman: every organization has its own programs. We as a group didn't do anything, the people we invited to talk about it were not focusing on immigrants and refugees.

Dianne: maybe we could share information, for example best practices.

Michelle: there seems to be a need to clarify the role of the IP, we don't want to duplicate services and we don't necessarily want to create new programs.

Lynn: how long has the IP been around?

Janet: since 2009

Iman: the Settle Steering Group (SSG) are service providers, we are not at BSG

Tom: how proactive are we sharing information?

Iman: we cannot follow every program.

Janet: we did a survey of agencies and some of them do offer programs related to parenting in two societies.

Lynn: does a one stop exist?

Iman: we can change this direction and make it something else.

Michelle: we have six actions for the BSG, do we keep them or we prioritize? What happens if the SSG also has a similar direction?

Iman: We are not decision makers, members of the SSG are. We can support and advocate but it is not our responsibility.

Mary: why do you say the SSG can implement?

Dianne: the idea of communicating is very important. What are the challenges that families are experiencing? Are they cultural shifts?

Michelle: do we want to keep the six directions?

Tom: Is it fair to assume that there's a windfall coming in 2017? Are more Syrian refugees expected to come?

Iman: Yes, more refugees are coming, we are expecting 300-350 before the end of the year, it is an on-going process.

Lynn: inclusion is an on-going thing everywhere, even at this table.

Regarding direction 9.1. Develop an initiative to increase immigrant awareness of services provided by Municipal/Regional governments and the school systems. Iman: there seems to be a sense the school boards are not doing enough, why are we doing it for them?

Colleen: We can leverage, maybe 9.1 and 9.2 (Strengthen immigrant participation in the municipal process) can go together. Something else to consider is how can we engage if many immigrants and refugees cannot participate politically?

Janet: for many things is not a condition to be a citizen to participate. Are 9.1 and 9.2 more about community involvement and civic engagement?

Mary: Regarding 8.1. Develop and implement a public education campaign to increase cultural sensitivity, wouldn't be better inclusiveness instead of cultural sensitivity?

Tom: I would ask increase cultural sensitivity by who?

Nermin: service providers

Iman: please communicate with Michelle if you are interested in joining the task group on October 19.

4. BSG Vice Chair Election

Dianne Boston-Nyp has accepted the position and will be our Vice Chair unless someone objects. No objections from the group. Welcome Dianne as Vice Chair!

5. CAP Updates

5.1. Municipal Services Action Group (Pamela and Marla)

Have developed a great interactive PREZI presentation on Municipal government and local democracy. Links established with LINC and ESL providers –St Louis and Conestoga College and many presentations have taken place. Still need a Cambridge connection. Presenters are Regional and City Staffers: Lee Ann Wetzel/Regional Clerks, Jim Bowman/Pamela Albrecht and Marla Pender is replacing Janice Ouellette from the City of Kitchener. After the summer break we expect we'll have some more sessions in the Autumn.

Action: Diana to connect with the group and see if there's any interest in having more sessions with St. Louis and Conestoga LINC students in the Fall. Continue to explore the possibility of developing a contact for sessions in Cambridge.

5.2. Public Education Campaign Action Group (Diana)

I am Waterloo Region campaign continues releasing a poster and story of our Ambassador every month. We believe the campaign has been very well received and we have had a very positive response from the ambassadors themselves but also from the broader community. We are distributing up to 175 posters every month, and the promotion of the Campaign in Twitter continues generating engagement from many of our community partners. Idea Exchange (Cambridge Libraries and Art Galleries) has requested to share on their website the poster and story of Alam Mohammad (September ambassador and Cambridge resident) and the campaign was present at the Cambridge International Festival on September 24. We think a significant momentum has been built around this campaign and we should start thinking what else we can do to build on it.

Action: Diana to connect with the group to brain storm ideas on next steps for the I am WR campaign.

6. Community Updates / Emerging Issues – ALL

• City of Waterloo / Pamela

The City of Waterloo is working on its Neighbourhood Strategy and is putting together a series of public engagement sessions for the Fall. They want to reach out to a number of groups, including Immigrants. The session (or sessions, if there is enough interest) would ideally take place sometime between Thanksgiving and Remembrance Day.

The goal would be to have approximately 8 to 10 participants. Participants should either live, work or study in Waterloo, or have a close connection to Waterloo (e.g. recently moved out of Waterloo) The session could be hosted at a City facility or any other location within Waterloo. It would be 1-2 hours long and could take place during or after office hours. In addition, bus tickets as well as childcare could be provided if that made it easier for people to participate. Advance notice would be needed to provide these services.

• YMCA Immigrant Services / Asma

Asma has a new position with YMCA Immigrant Services as a Team Lead and they are offering two new programs specifically targeted to immigrant women. The first one is called

“Healthy Lifestyles” and the idea is to welcome and supports women through learning and sharing. Enables networking and helps women to overcome isolation as they form connections with one another. This is a drop-in program and free child-minding is available. The other program is “Investing in Women's Futures” and it helps immigrant and visible minority women towards economic self-sufficiency through marketable skills training, employment readiness and life skills coaching as well as providing customer service training and self-employment coaching.

- **YMCA Community Initiatives / Luke**

Luke is promoting the “Newcomer Youth Pathway to Belonging” which is a program designed to help newcomer youth by creating a strategic, coordinated pathway to grow as individuals, and feel a sense of belonging that ultimately allows them to see the value of their community contributions. This program is only for KW.

- **Public Health / Mary**

Shore, the Libraries, Public Health and the Multicultural Centre are offering 8 sessions in Arabic around healthy lifestyles (bus tickets and child care are available). They have also received funding to run a similar program but specifically targeted to men who speak Arabic.

- **CCORIC AND KDCHC / Iman**

“Your well-being in Canada” is a series of 4 workshops series about mental health targeted to Syrian refugees. One is going on at Victoria Hills and the next will be at the Kitchener Masjid (mosque) every Friday for four weeks at 7 pm starting Sept.30. There is another one at the Mennonite Central Committee, every Saturday for 4 weeks starting Oct. 1 at 12 pm

Muslim Social Services is offering a program called “Safer families” Nov. 7, 14 & 21 at Victoria hills Community Centre at 6 pm (open). Arabic crash course for sponsors Oct. (Booked)

- **Immigration Partnership / Diana**

The Region has started a Community Wellness Initiative and is inviting members of the community to attend a Forum to discuss the factors that contribute to community wellness/wellbeing, identify what is already happening to support community wellness/wellbeing in Waterloo Region and gauge interest and identify potential areas of focus to enhance wellness /wellbeing for all in Waterloo Region. This Forum will take place on Thursday, October 13, 2016 1:00 p.m. – 4:30 p.m. Registration is at 12:30 p.m. at Waterloo Memorial Recreation Complex (101 Father David Bauer Dr. Waterloo) To register go to: bit.ly/wrwellness-wellbeing or call **519-575-4758** for more information

The Region is advertising for applications from the public to join various Committees and Boards (Active Transportation Advisory Committee, Ecological and Environmental Advisory Committee, Heritage Planning Advisory Committee, Kissing Bridge Trailway Advisory Board, Laurel Creek Headwaters Environmentally Sensitive Landscape Public Liaison Committee and Specialized Transit Services Advisory Committee). If you or someone you know is interested I can forward the required information.

7. Meeting Adjourned at 3.30pm

Next Meeting: November 28, 2016, 1:30-3:30 pm, Victoria Hills Community Centre

Belong Steering Group (BSG) Meeting Minutes

Date:	November 28, 2016	Location:	Victoria Hills Community Centre, Kitchener
Time:	1:30-3:30 pm		
Present:	Iman Arab (Chair), Dianne Boston-Nyp (Vice-Chair), Jassy Narayan, Mary Mueller, Luke Moyer, Pamela Albrecht, Marla Pender, Asma Al-Washsh, Martina Belanger and Nicole Neufeld		
Absent/ Regrets:	Colleen Sargeant James, Kelly Kipfer, Deb Bergey, Halyna Tepylo, Janet Howitt, Nermin Ozdemir, Lynn Schulze and Janet Waito		
Guests:	Rida Masood and Marylou Roe(CCORIC)		
Staff:	Tara Bedard, Michelle Martin, Pauline Peng and Diana Palmerin		

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, Introductions (Iman)

- Regrets shared, Welcomed guests Rida Masood and Marylou Roe (CCORIC)
- Welcome new members Nicole Neufeld (KW Art Gallery) and Martina Belanger (Community member)

2. Review Agenda and Approve Past Minutes (Iman)

- Reviewed Agenda
- No conflict of interest declared
- Approved September 2016 BSG minutes

3. Community Action Plan (CAP) Updates (Diana)

3.1. Municipal Services Action Group

3.1.1. Municipal Government and Local Democracy interactive presentations

On November 9th, the Municipal Services Action Group delivered a municipal government and local democracy presentation to Conestoga LINC students at Council Chambers in Kitchener City Hall. The presentation was well received and attendance was very good (almost 40 students). Another presentation is scheduled on December 1st at the Conestoga LINC Waterloo site. This presentation will be in the classroom as most students have kids in daycare and cannot leave the building to go to Waterloo City Hall.

3.1.2. Citizenship Ceremonies

An off-site Citizenship Ceremony on February 15, 2017 at Kitchener City Hall has been agreed with the local office of Immigration, Refugees and Citizenship Canada (IRCC).

The Institute for Canadian Citizenship (ICC) will also be supporting this Ceremony. ICC's involvement means organizing round table discussions with the citizenship candidates to discuss the multiple meanings and ways of being Canadian as well as the different ways to be an active and engaged citizen. After the official ceremony ICC provides the funding to hold a reception with the new citizens and their guests. Marla Pender and Diana Palmerin will be meeting on December 1 with representatives from IRCC and ICC to find out more about the ceremony requirements, start planning accordingly and invite the rest of the BSG to get involved.

Action: Diana to send an invite to the rest of the group to join in the planning and organization of the Citizenship Ceremony.

3.2. Public Education Action Group

Waterloo Region continues releasing a poster and story of our ambassador every month. Diana tried to organize a meeting with all the #IamWR ambassadors but most of them were not available so the meeting was cancelled. Diana has been connecting individually with each of them to find out more about their interests and the kind opportunities they would like to get involved. Many of the members of the Public Education Group who worked on the #IamWR campaign are no longer members of the BSG. To build on this wonderful initiative we need new people to join this action group.

Action: Diana to send an invite to the rest of the group and organize a meeting for the Public Education Action Group.

4. CCORIC (Community Coalition of Refugees and Immigrants Concerns) Presentation – World Refugee Day 2017 (Marylou Roe)

Marylou Roe explained what CCORIC stands for, read its mission statement, circulated among the group a summary of CCORIC's main activities and provided background information on World Refugee Day (WRD). Marylou explained that CCORIC would like to partner with the Immigration Partnership and specifically the BSG to provide some leadership for the organization of World Refugee Day in Waterloo Region.

Iman (speaking as a CCORIC member) mentioned that the reason why CCORIC would like to partner with the BSG is because the celebrations for WRD have multiplied in recent years. Iman explained that they would expect a committee with members from BSG and CCORIC to get together, brainstorm ideas for WRD 2017 and take it from there. CCORIC would keep the launch and awards event.

Jassy mentioned that in the past there has been a concern about the IP's staff workload, specially considering that the position is part-time.

Iman said she considers it would require minimum involvement from staff. According to this, Diana would contact partners and partners themselves would organize WRD events.

Tara mentioned this item came up for discussion at the last Council meeting and Council thought it would be necessary to find a more sustainable solution for the organization of WRD activities in our region. For instance, university partners might be interested in playing a more active role in this.

Asma suggested involving refugees in the planning and organization of WRD events.

Dianne stated that this topic requires further discussion as well as a better idea of what would require from members of the BSG in order to vote and reach a final decision.

Action: Marylou to bring more information to the BSG January meeting.

5. CAP Planning – Discussion of Actions

Michelle Martin provided a summary of the process to date and the draft actions coming out of the task group meeting on October 19th. The task group meeting was attended by many members of BSG and built on previous BSG discussions and surveys of many partners, immigrants and refugee newcomers, and other community members.

Electronic polling was used to gauge group direction with each draft CAP action. The draft CAP actions were each discussed including elements to adjust, consider and incorporate. There was broad support for content of the first three actions, to be adjusted per discussion, and broad agreement that elements of the fourth and fifth could be incorporated into others instead of being stand-alone actions. These discussions will be incorporated into the draft CAP actions and shared in preparation for our January BSG meeting.

6. Community Updates / Emerging Issues (All)

ACTION: Please email any community or organization updates to Diana to forward to the BSG group.

Meeting Adjourned at 3.35pm

Next Meeting: January 30th, 2017, 1:30-3:30 pm, Location TBD

2017 BSG Meetings:

Monday January 30th, 1:30-3:30 pm

Monday March 27th, 1:30-3:30 pm

Monday May 29th, 1:30-3:30 pm

Monday September 25th, 1:30-3:30 pm

Monday November 27th, 1:30-3:30 pm